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BULLETIN

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Skills Panel Calls for Business Ed

A FEDERAL advisory panel established to determine whether Canada is experiencing a shortage of skills is recommending all levels of the educational system, from elementary to post-secondary, be drastically reshaped to suit the needs of business.

In its final report, Stepping Ufv. Skills and Opportunities in the Knowledge Economy, a copy of which was obtained by CAUT, the Expert Panel on Skills concludes there is no shortage of "technical" skills but that Canadians do lack "essential" communication and teamwork skills needed for today's business environment. The solution, the panel says, is for government to make sure schools, universities and colleges instil a more competitive and entrepreneurial spirit in students.

"The report completely misses the mark," said CAUT executive director Jim Turk. "Canada's schools and universities do not exist to serve

See SKILLS PANEL Page 8 DE

Compétences et esprit d'entreprise

N groupe d'experts du gouvernement fédéral, mis sur pied pour déterminer si le Canada manquait de main-d'œuvre compétente, recommande que tous les paliers du système d'éducation, de l'élémentaire au postsecondaire, soient réformés de manière à répondre aux besoins des entreprises.

Dans son rapport définitif intitule Viser plus haut. Compétences et esprit d'entreprise dans l'économie du savoir, dont l'ACPPU a obtenu copie, le Groupe d'experts sur les compétences conclut que le Canada ne manque pas de compétences «techniques» mais que, par contre, la population ne possède pas les compétences «essentielles» pour communiquer et travailler en équipe dont le milieu des affaires a besoin de nos jours. Pour remêdier à cette lacune, le groupe d'experts propose que le gouvernement s'assure que les écoles, les universités et les collèges inculquent aux étudiants

Voir EXPERTS à la page 10 13

UCCB Faculty Vote 97% in Favour of Strike

HE Faculty Association of University Teachers at the University College of Cape Breton is poised to go on strike on Friday, February 11, after more than three and a half years of bargaining for a first collective agreement.

"We have done everything possible to reach a fair contract with the university administration," said faculty association president Michael Manson. "But it takes two to reach an agreement and the other side does not seem interested."

Salaries are the most contentious unresolved items. With no wage increase since 1988, UCCB faculty members are the lowest paid in Nova Scotia and Canada — earning about 30 per cent less than the average at all other Nova Scotia universities.

"Based on reasonable projections, the administration's last salary offer would have left us 50 per cent behind the Nova Scotia average at the end of the five-year contract they wanted us to accept," said Manson. "We could not do that to our members or to our students."

"Cape Bretoners deserve an education that is as good as what students get on the mainland," Manson

After negotiations reached an impasse in mid-January, the academic staff voted 97 per cent for a

Important unresolved non-monetary issues include promotion and tenure, appointments, intellectual property, copyrights and patents, distance education and technologically-mediated courses. The employer rejected the faculty association's proposal for aroundthe-clock bargaining on these items, and final offer selection arbitration on the monetary issues.

CAUT president Bill Graham has pledged whatever assistance the UCCB faculty association needs to win this struggle. "It is unconscionable that a university administration with a multimillion dollar surplus refuses to negotiate a decent wage settlement," said Graham.

The CAUT Defence Fund trustees have voted unanimously to provide strike support.

Details about the strike are available on the UCCB faculty association web site http://member.newsguy.com/ fautpage/. "Due to the threat of lawsuits from the UCCB administration, this site had to be moved to a U.S. location where it is covered by more protective freedom of speech laws," noted Manson.

Les professeurs de l'UCCB votent à 97 % pour la grève

3 ASSOCIATION des professeurs de l'University College of Cape Breton est prête à déclencher la grève vendredi, le 11 février, après plus de trois ans et demi de négociation pour l'obtention d'une première convention collective.

«Nous avons fait tout ce que nous pouvions pour arriver à conclure un contrat équitable avec l'administration», a déclaré le président, Michael Manson. «Mais il faut être deux pour qu'une entente intervienne et l'autre partie ne semble pas intéressée.»

La question des salaires, non réglée, est au coeur du litige. N'ayant reçu aucune augmentation salariale depuis 1988, les professeurs de l'UCCB sont les moins bien rémunêrés des universitaires de la Nouvelle-Écosse et du Canada. Ils touchent environ 30 p. 100 de moins que la moyenne de tous les universitaires de la Nouvelle-Écosse.

«Fondée sur des prévisions raisonnables, la dernière offre salariale de l'administration nous aurait laissés à 50 p. 100 de la moyenne en Nouvelle-Écosse, à la fin du contrat de cinq ans qu'elle voulait nous faire accepter», a ajouté M. Manson. «Nous ne pouvions pas faire ça à nos membres et à nos étudiants.»

«La population du cap Breton mérite une éducation aussi bonne que celle que les étudiants reçoivent sur le continent», a dit M. Manson.

À la mi-janvier, alors que les négociations étaient dans l'impasse, le corps universitaire a voté à 97 p. 100 en faveur de la grève. Les résultats du scrutin secret

étaient de 100 voix contre trois pour la grève.

Les promotions et la permanence, les nominations, la propriété intellectuelle, le droit d'auteur et les brevets, l'enseignement à distance et les cours électroniques figurent parmi les clauses normatives importantes et non réglees. L'employeur a rejeté la proposition de l'association des professeurs de négocier en continu ces points litigieux et de confier à l'arbitrage les propositions finales pour les clauses pécuniaires.

Bill Graham, président de l'ACPPU, a promis toute l'aide nécessaire dont l'association des professeurs de l'UCCB aura besoin pour remporter la bataille. «Il est déraisonnable qu'une administration universitaire jouissant d'un surplus budgétaire de plusieurs millions de dollars refuse de négocier une entente salariale convenable», a déclare M. Graham.

Les administrateurs de la Caisse de défense de l'ACPPU ont voté à l'unanimité un soutien financier pour la grève.

On peut se renseigner davantage sur la grève en visitant le site web de l'association des professeurs de l'UCCB: http://member.newsguy.com/ fautpage/.«L'administration de l'UCCB ayant fait des menace de poursuite judiciaire, le site a été déplacé à un lieu américain, où des lois protègent mieux la liberté d'expression», a fait remarquer M. Manson.

Traduit de l'article «UCCB Faculty Vote 97% in Favour of

Rights Report Knocks U of T for Racism

AFTER a lengthy probe, staff at the Ontario Human Rights Commission investigating allegations of racial discrimination at the University of Toronto have recommended a hearing by a board of inquity.

In 1992, world-renowned Chinese-Canadian geophysicist Kin-Yip Chun filed a human rights complaint alleging racial discrimination on the part of the university. Professor Chun, a physicist at the University of Toronto from 1985 until his termination in 1994, said he was wrongfully denied tenure track positions in the department of physics.

In a 26-page report dated Feb. 1, the commission staff conclude: "The totality of the evidence corroborates the complainant's allegations on a prima facie basis that his race, colour, ancestry, place of origin and ethnic origin were factors in his failure to obtain an academic appointment and that he was subject to a series of reprisals culminating in his dismissal." The report refers to an "old boys network" and to "cronyism" that work against minority applicants.

In a press conference held at the university on Feb. 7, Chun said he feels completely vindicated by the report. "Had I not persisted in seeking justice, the systemic racism so prevalent at U of T would never have come to light." Raj Anand, Chun's lawyer, said approximately 5 per cent of investigations end in a recommendation for a public hearing at the OHRC board of inquiry.

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Physicist Kin-Ylp Chun

Our Universities, Our Future.

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COMING THIS JUNE!

The CAUT Collective Bargaining Conference will be held at the Lord Elgin Hotel, Ottawa, June 8 – 10, 2000. This year's theme is *Rethinking Compensation*. More information will be available in March. Contact Christiane Tardif at 613-820-2270 or email tardif@caut.ca.

LETTERS COURRIER

B.C. harassment ruling benefits female students

I must respond to Dr. Sam Black's commentary (Bulletin, January) on the sexual harassment decision in British Columbia. Dr. Black suggests the decision will have a negative effect on the ability of professors to provide a rich learning environment for their female students. I reject this thesis based on my experience in both Britain and Canada and rry discussions regarding Dr. Black's ideas with my own students and staff.

The thesis is specious since it depends on the assumption that to be able to provide a rich learning environment for students one must engage with them in one-on-one sessions in your home. This is entirely inaccurate. The kind of one-on-one mentoring Dr. Black speaks of can easily and effectively be done in the setting of a faculty member's office.

I have been involved in teaching for almost 20 years and, apart from the annual Christmas party, I have never felt the requirement to entertain students in my home. Likewise my PhD supervisor in Britain, for whom I have the greatest respect and warmest memories, conducted all of our discussions in his small, cramped office. With my own graduate students — many of them female — I have attempted to recreate the caring but professional attitude of my own PhD supervisor.

I find Dr. Black's apology for Dr. Dutton's actions unacceptable. There is no excuse for asking a female student it your bouse, entertaining her in candlelight and then discussing personal aspects of your love life with her. To suggest this is only "irregular behavior" is to suggest female students should not find this behavior offensive (only irregular). Some may not, but others certainly would. This behavior is rightly classified as sexual harassment.

Throughout the article Dr. Black exaggerates the impact of the tribunal decision. For example, Dr. Black suggests this ruling effectively means talking to students about anything other than academic matters is now seen as an infraction. This is not a convincing argument and I cannot reasonably believe Dr. Black supports it. I, like most experienced supervisors, bave had many experiences in which discussions have dealt with issues as serious as deaths or mental illness in the family, or more recently, financial crises in the lives of students. Discussion of such important non-academic topics is clearly not threatened by the tribunal ruling.

Dr. Black speaks of the tribunal decision as "provincial." I understand him to mean provincial to be parochial, behind the times, not up with the modern and possessed of antiquated ideas. It is therefore surprising to hear a defence of Dr. Dutton's actions on the basis that he did not pbysically assault his student or demand sex from her. I would argue that such a defence is "provincial" in the extreme in 21st century North America.

I would further argue that Patricia Marcbak's view is the "modern" view. Dr. Dutton's behavior "gave the student the

impression that an intimate relationship was developing." I would suggest dean Marchak is correct in ber assumptions and also correct in her decision that such behavior represents professional misconduct.

Dr. Black states the consequences of the tribunal decision will be that "Professors will simply pull back from their senior graduate students." I would agree professors will pull back from inviting female students to their home in the evening without others present. I don't know any excellent teachers at my institution who do that at the moment. To suggest this ruling will not allow me to "provide emotional support and guidance for senior students who suffer crises of confidence or upheavals in their personal lives" is totally incorrect. I have had such dealing with many of my graduate students over the years, all of them in my office. These issues are extremely difficult to deal with but the worst possible way of dealing with them is to cloud the issue with other intentions.

I would therefore submit the tribunal's ruling will be a net benefit to female students who will now be confident they can discuss important issues in their life, in a professional environment, without the professor attempting (or appearing to attempt) to take advantage of their vulnerable position.

A corollary to Dr. Black's argument is that this ruling will turn academic institutions into degree granting factories. I find it quite offensive that a colleague would assert that I am providing "factory" learning to my students simply because I don't have them "over to the house" all the time.

In an effort to understand Dr. Black's apology and assertions, I have come to the conclusion that one of two things is at play here. The first possibility is that his argument is an academic exercise in philosophical rhetoric rather than a thoughtful consideration of a complex issue. The second possibility is that the process of providing a learning environment for students in philosophy is vastly different from the process in biomedical science.

Immunology is the area of my scholarly endeavor. If the process of learning is so different I am tempted to ask why. Is there some fundamental reason why the teaching of philosophy could not follow the process for intellectual pursuits in areas such as my own? I find it hard to believe the process Dr. Black describes cannot be brought into the 21st century to the benefit of all involved

In conclusion, I would suggest that "women who aspire to academic excellence and equal treatment" should be very happy with the trend towards zero tolerance in sexual harassment in our academic institutions and society as a whole.

TIMOTHY D.G. LEE

Microbiology & Immunology, Dalhousie University

AF&T Committee Investigates Conflict Allegation at Brandon

AT the invitation of the Brandon University Faculty Association, CAUT's Academic Freedom & Tenure Committee sent a two-person fact-finding team to the university in late January to investigate a charge of conflict of interest and other breaches of due process.

The visit of Professors Glenna Knutson (Lakehead) and Ian McKenna (Lethbridge) was prompted by allegations of the faculty association that faculty member James Kepron was unfairly denied tenure in the faculty of education.

The university tenure committee had received conflicting recommendations from the faculty of education tenure committee and the dean of education Ronald Common, and endorsed the positive recommendation of the faculty committee. Common objected and Brandon University president Dennis Anderson refused to grant tenure.

The CAUT investigators spent two days in discussions with many of the university faculty and administrators involved in various aspects of internal peer review and administrative processes that denied Kepron tenure, first in 1997, and again in 1998.

A member of the CAUT team also met with Jacob Janzen, chairman of Brandon's board of governors, to clarify the nature and purpose of CAUT's involvement. Anderson registered his objection to the timing of CAUT's visit, particularly as the matter is before the Court of Queen's Bench. In 1998, the faculty association filed an application to quash a decision of the university's tenure appeals committee which upheld the president's decision to override the university tenure committee recommendation that Kepron be awarded tenure. The university has since filed a motion to have the faculty association's case thrown out.

After consulting legal counsel on Anderson's objections, CAUT's Academic Freedom & Tenure Committee gave the green light to the fact-finding mission. CAUT's concern is not with the legality of the decisions of the president and the tenure appeals committee but with whether the internal peer review and administrative processes determined the matter of Kepron's tenure in accordance with the standards of fairness and due process embodied in CAUT policies and generally accepted and applied in universities across Canada.

Before submitting its report, the CAUT team expects to return to Brandon for further discussions with faculty and administrators, including persons suggested by president Anderson.

NEWSLINE

Cash Appeal — Privatization Pipe Dream at McGill

By MYRON FRANKMAN

INIVERSITY administrators, like most of us, harbor a wish for world-shaking success in the practice of their calling. But for those at cash-strapped universities, finding the magic remedy that will dispel the financial clouds is a dream that in the manner of a famous Goya drawing - often produces monsters. For one official, it is intellectual property policy which will surely bring the university back from the financial brink. For another, it is multimedia online courses to be sold to distant students that will transform red ink into black.

At McGill the latest cure-all is the proposed creation of a low enrolment, high tuition liberal arts program. McGill College International (MCI) would provide students, selected on the basis of ability to pay, with the kinds of educational experiences we largely deny to our mainstream students, chosen on the basis of ability to succeed intellectually. MCI students paying \$28,000 per year tuition would be promised small classes, personal attention, professors who are world authorities in their fields, internships, and an undergraduate thesis.

That MCI is even under consideration is a tribute to the tenacity of one person, Storrs McCall, a professor of philosophy and presi-dent of the McGill Association of University Teachers during 1985-86. During his presidency, he chaired a Future Options Group which produced in November 1985 an 11page discussion paper "McGill's Future: Some Suggestions for the Way Ahead."

The report says: "All options considered were therefore, failing substantial increases in the government grant, variations on the theme of making McGill more independent of government grants, i.e., more of a private university in the financial rather than the legal sense." Two of the options in an unranked list of seven were a private university and an evolving mix of a private and a state-supported

As financial stringency has increased with each passing year, the possibility of introducing privatized initiatives has come to dominate our discourse and the early reflections on the changing publicprivate mix has metamorphosed, under Professor McCall's guidance,

into the MCI proposal.
In August 1998, then Vice-Principal Academic Bill Chan convened an ad hoc working group composed of five deans and Professor McCall to examine MCI: "a unit within the university dedicated to promoting international education, rooted in Montreal but reaching around the globe." In their undated report we read that a key idea behind the initiative is "to

reconceive of the financing of postsecondary education, moving towards a model more independent of government, and benefitting from a broader base of financial

In the list of risks and specific challenges we find: "Dealing with the issue of cross-subsidization: Is McGill College International meant to subsidize the remainder of Mc-Gill?" The issue of subsidization. possibly quite considerable, of MCI by McGill during a startup period of uncertain length is swept under

Later in the report it is made clear MCI should benefit faculties that offer programs in direct proportion to their participation and the university would benefit from part of the surplus of this "financially independent" enterprise.

As for ensuring "appropriate academic autonomy," the only quarter from which a threat is contemplated is from governments in the jurisdictions where MCI might

The MCI proposal offers nothing immediate - not even discussion - to deal with growing shortcomings in the quality of the educational experience in Arts at McGill. The MCI proposes to create two categories of students at McGill: the low-paying ones, and the high-paying ones for whom commitments will be honored and backed up with resources. At present McGill students have limited opportunities for internship and little support in arranging these. By contrast, we read that "MCI will organize an internship of up to four months for each student."

But what about our chronic lack of funds for "course delivery"? Some of you may know the logical puzzle about connecting nine dots arrayed in a three by three square with four straight lines without lifting your pencil. At the risk of spoiling the challenge for those of you who haven't encountered this before, the point is that as long as one assumes the lines must be kept within the implicit boundary of the square, the problem can't be solved. That, I submit, is our problem at McGill.

MCI doesn't solve the problem, it leaves it aside and builds a separate square and promises, not merely to recover its costs, but to provide subsidies to the low-tuition students. Projections are at best crystal ball gazing - it is quite plausible MCI will turn out to be a continuous drain of financial and human resources.

Professors are expected to dwell intellectually on the frontiers of knowledge in their chosen field. Should we not have the same expectation about pedagogical approaches? Does the MCI proposal reflect in any way current debates about the nature of learning? Where is the "autonomous" learner? Where is learning to learn? Where is student-centered (and directed) learning? Where is the World Wide Web and the emerging network paradigm?

We need to begin wide-rang-ing discussions that take us well beyoud the confines of conventional approaches to learning, not a narrowly focused examination of the financial viability of one "solution" that doesn't address the immediate needs of current and incoming Arts students. At a time when the world is abuzz with talk of new solutions for a new millennium, the MCI offers mostly yesterday's fashions in education.

What I find remarkable in our present hand-wringing and search for what Principal Shapiro has called "blue sky solutions" is that we appear to renounce the possibility of having a role and responsibility as educators beyond the walls of the cloister.

Governments and public opinion are assumed to be beyond our influence. It is almost as if we believe we can only be effective in shaping opinion when our relationship with the learner is based on an imbalance of power. That effective engagement in political discussions is not regarded as a serious option reflects the unease of universities with democratic processes and our ingenuous conviction that resort to private funding has principally benign consequences.

Changing the societal dis-course to restore funding for programs that serve the public interest may in the long run be the most promising avenue to pursue. We should be making common cause with other universities in Quebec (and across the country and the world) in a public education campaign to affirm that the notion of "public good" must be rebuilt and that publicly-funded universities represent an important part of that public good. Without support for the public good, which includes funds from general revenues for education, health care and other public services, the future of all of us will be severely compromised.

The irony of financing a liberal education and a center of independent intellectual inquiry with an elitist sauve qui peut strategy seems to have been lost.

(Myron Frankman is professor of economics at McGill University and president of the McGill Association of University Teachers.)

For additional details visit the McGill web-site at vm1.mcgill.ca/ inmf/http/mciwatch.

The views expressed are those of the au-thor and not necessarily those of CAUT. CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to post-secondary educa-tion. Publication is solely at the discretion of CAUT. Articles may be in English or French but will not be translated.

Trent Faculty Fight Board Decision to Close Colleges

Three Trent University faculty members have hired one of Canada's most experienced constitutional lawyers to represent them in challenging a board of governor's resolution they claim subverts the power of Trent's academic senate.

Professors Ian McLachlan, Peter Kulchyski and Andrew Wernick retained lawyer John Laskin to file a notice of application for judicial review of a Nov. I2 board decision to close Peter Robinson College and Traill College. The professors claim the board does not have the authority to override the right of the senate to determine educational policy as set out in Trent's governing statute.

On Nov. 9, Trent's senate voted to preserve the colleges after discovering a presidential task force recommended the closures as part of a capital development plan. Under the plan, Trent would use the proceeds from the sale of the two downtown colleges to partially fund a \$70 million expansion of the main campus.

In their application the Trent faculty members ask the federal court to quasb the board's decision as Trent's downtown colleges are "an integral part of the educational policy of the

A "Friends of the Trent Colleges" trust fund has been set up to collect funds for the challenge and financial support for the three professors is pouring in. Trustee George Nader said they are getting support from people associated with each of the colleges at Trent, "This tells us this is not a fight between the downtown and Symons campus as it's been portrayed by the administration. On the contrary, their blueprint for the university is an attack on the college system as a whole and-more and more people are recognizing that."

Students' Day of Action Draws Thousands

In a massive show of unity on Feb. 2, students and their supporters signed petitions, organized forums, leafleted, campedout, marched, rallied and conducted strikes to highlight the crisis in post-secondary education. The national day of action was part of the Canadian Federation of Students' Access 2000 campaign calling for an immediate restoration of \$3.7 billion in post-secondary education funding, a system of needs-based student grants, and reductions in tuition fees.

CAUT president Bill Graham addressed a large rally in front of the Ontario Legislature. He told the crowd university teachers and librarians supported the call for more funding, an end to tuition increases, and a more accessible post-sec ondary educational system. In Ottawa, CAUT executive director Jim Turk told the thousands gathered on Parliament Hill that federal and provincial governments have the resources to restore funding for education, health care and so-

In all, events took place in more than 50 cities and towns across Canada. "The message was clear," said Michael Conlon, national chairperson of the Canadian Federation of Students, "reinvest the federal budget surplus - restore education funding."



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NEWS · ACTUALITÉS

Rights Report Knocks U of T for Racism

From PAGE 1

Patrick O'Neill, chairperson of CAUT's Academic Freedom and Tenure Committee, told reporters an AF&T committee report published a year ago had come to essentially the same conclusions as the commission's investigators. "The AF&T committee investigating the treatment of Dr. Chun found he had been unfairly treated and that there was a prima facie case of systemic discrimination. The committee recommended binding arbitration to resolve the matter."

He said that over the years every investigation into the Chun affair, including an internal report commissioned by the university, found Chun had been unfairly treated

The commission staff interviewed 41 witnesses and reviewed "voluminous documentation." But the report also describes how investigators were not able to review some potentially important documents concerning competitions in which Chun was a candidate due to incomplete documentation and "shredding of records."

At the press conference, Chun was highly critical of the university for shredding documents that would have obvious importance in a case involving discrimination in hiring procedures.

University officials, relying heavily on an internal report by dean of medicine Cecil Yip, deny systemic racism played a role in the hiring process. Yip noted that while Chun was "exploited" by the university, he could find no evidence of racial discrimination.

The commission staff said, however, that the Yip report was flawed. "It focused on finding individual intent or a motive to discriminate against Dr. Chun. This approach is no longer in keeping with the prevailing substantive theory of discrimination." The report also noted Yip examined each incident separately instead of looking at the entire picture "and therefore missed the pattern that sewed the scenario together."

The university argued that Chun's contract was terminated because of his "increasing unsuitability as a colleague." But the report cites how Chun's reactions must be considered in the context of his belief and perception of unfair treatment. "An employee's angry reaction to discrimination does not justify the termination of an employee."

O'Neill said what the university administration doesn't like about Chun is that he drew attention to his case in every way he could: "He refused to just go away."

When asked about the possibility of a negotiated settlement, Anand said Chun made an offer of settlement to the university two months ago; "we have not even had an answer."

O'Neill says systemic discrimination requires a systemic solution. "Redressing the wrong done to Professor Chun would be part of a solution, but it would not be the whole solution."

He said if the university does not seriously address the problem, but waits for more reports to pile up, its reputation will "die the death of a thousand cuts."

The parties will have an opportunity to respond to the report before the commission decides whether to uphold the staff recommendation for the case to be brought before an independent tribunal.



Lise Leduc, from the Ottawa law firm of Caroline Engelmann Gotthell, expounds on the subject of grievance settlements at CAUT's annual Grievance Arbitration Conference. With record attendance and a well received interactive format, the January 2000 conference was a resounding success.

Que l'on dépense les surplus, demandent des groupes sociaux

Une large coalition de groupes syndicaux et communautaires demande au gouvernement fédéral de réinvestir l'excédent budgétaire de plus en plus important dans les programmes sociaux et les services publics qui ont soutenu tout le poids de la réduction du déficit. L'Alternative budgétaire pour le gouvernement fédéral, rendue publique au début du mois, fait écho à ces revendications.

Sur les talons des groupes d'intérêt en faveur de réductions massives d'impôt, l'Alternative budgétaire vise, cette année, à montrer que le gouvernement peut et devrait réparer-les dommages qu'il a causés aux programmes et aux services qui profitent à tous les Canadiens et Canadiennes. C'est ce qu'a déclaré Paul Leduc Browne, co-président de l'Alternative budgétaire et chercheur principal au Centre canadien de politiques alternatives.

«Dans tous les cas, les avantages des allégements d'impôt préconisés par les groupes de pression patronaux au Canada, telles la réduction ou l'élimination de l'impôt sur les gains en capital, l'augmentation de la cotisation maximale á un REER, la suppression de la surtaxe sur les revenus élevés et la réduction des taux marginaux supérieurs d'imposition, favoriseraient démesurément les Canadiens et les Canadiennes dont les revenus sont les plus élevés», a ajouté M. Browne. «Nous devons nous occuper de l'essentiel et réinvestir dans nos collectivités. Le budget que nous proposons aide tout le monde et demeure équitable sur le plan financier.»

L'Alternative budgétaire pour le gouvernement fédéral laisse entendre que le fédéral peut maintenir Péquilibre budgétaire tout en satisfaisant aux besoins les plus pressanis des enfants et des familles, notamment le logement, le soutien du revenu, l'aide à l'enfance et l'accès à l'enseignement postsecondaire. Voici les principales mesures proposèes :

 une Prestation fiscale pour enfants élargie dans le but de combattre la pauvreté;

un train de mesures supplémentaires anti-pauvreté visant á réduire la pauvreté de 17,5 % á 9 % d'ici cinq ans;

 le réinvestissement de 6 milliards de dollars provenant du surplus de l'assurance-emploi dans les prestations majorées des chômeurs et les congés parentaux;

 un programme national du logement pour diminuer le nombre de sans-abris et pour fournir un logement convenable et abordable à tous les Canadiens et Canadiennes:

 des services nationaux de garde d'enfants et de puériculture;

 un régime national d'assurance-médicaments et de soins à domicile. le gouvernement fédéral vise à augmenter l'accessibilité et la qualité de l'enseignement universitaire et collégial grâce á la création d'une caisse fédérale de l'éducation postsecondaire. La première année, la caisse comprendra 3,1 milliards de dollars, une hausse de 1,5 milliards de dollars environ par rapport aux niveaux actuels, et croîtra avec l'économie. La somme de 400 millions de dollars y sera ajoutée la première année dans le but d'aider les universités et les collèges à réparer leurs infrastructures qui se sont détériorées.

«La réduction trés marquée du financement fédéral a donné lieu á une augmentation incroyable des frais de scolarité, á une diminution du corps enseignant des colléges et des universités, à une réduction des moyens de recherche ainsi qu'à une diminution des dépenses relatives aux infrastructures tels les bibliothèques et les laboratoires», a fait remarquer M. Browne. «Nous montrons le rôle que le gouvernement fédéral doit jouer pour garantir á tous les Canadiens et Canadiennes l'accès à un système d'enseignement postsecondaire de qualité supérieure,»

Pour ce faire, une Loi nationale sur l'éducation postsecondaire est proposée dans l'Alternative budgétaire qui énonce des principes nationaux régissant l'enseignement supérieur. À l'instar de la Loi canadienne sur la santé, cette loi ferait en sorte que le fédéral et les provinces (le Québec ayant le droit de se désengager) offriraient l'enseignement postsecondaire en resnectant des normes communes La création d'un conseil consultatif national sur l'éducation postsecondaire et la recherche, représentant tous les intervenants, permettrait de voir á ce que le système d'enseignement postsecondaire réponde aux besoins de la communauté.

Selon M. Browne, il est signalé dans l'Alternative budgétaire que le Canada est l'un des trois pays industrialisés qui n'ont pas de systéme national de bourses d'études postsecondaires.

«La présente formule actuelle des préts étudiants, des exemptions d'intéréts et des crèdits d'impôt sur le revenu donne lieu à un endettement de plus en plus élevé, qui est passe de 9 000 \$ environ en 1990 à 28 000 \$ en 2000. L'Alternative budgétaire pour le gouvernement fédèral engagera le remplacement des préts étudiants par un système national de bourses d'études postsecondaires qui sera fondé uniquement sur le besoin.» «

Traduit de l'article «Alternative Federal Budget — Spend the Surplus, Say Social Groups».

Student Debtors Battle Bankruptcy Discrimination

By DENISE DOHERTY-DELORME

THE federal government's strategy to improve accessibility to post-secondary education has been less than beneficial to students.

In recent years the Liberal's have: cut \$3 billion from transfer payments to the provinces; established a flashy scholarship fund that leaves recipients financially disadvantaged; relinquished all responsibility over the Student Loan Program; empowered the financial institutions to dictate public policy; forgotten all promises to create jobs for graduates; and, neglected all poverty reduction measures. Not surprisingly, this plan has not improved access to college or university.

But it has delivered a hurtful combination of high tuition fees, high interest rates, high unemployment rates, and high debt loads. In a final coup, the federal government has prohibited bankruptcy protection to those most disadvantaged by their policies — the recipients of a Canada Student Loan.

Students with limited financial resources acquire student loans to pay for the high cost of education. These students are now graduating with average debt loads of \$25,000. With an interest rate of prime plus 2.5 per cent, and unable to find employment, many students experience difficulties making loan payments.

In 1995, the student loan default rate was 7 per cent, and 5 per cent of loan holders were forced to declare bankruptcy. Neither the default rate nor the bankruptcy rate rose between 1990 and 1995. Unfortunately, accurate figures for loans issued after Aug.1, 1995 are The Bankruptcy Challènge

In June 1998 amendments to sections 178 (1) (g) (ii) and 178 (1.1) of Canada's Sankruptcy and insolvency Act make student loans non-dischargeable for a period of 10 years after a student has ceased full or part-time studies. This change to the 10-year prohibition was introduced less than one year after the

Introduction of a two-year prohibition. These amendments were introduced without public notice or consultation.

In March of 1999 the Canadian Federation of Students (CFS) launched a court challenge against the 10-year bankruptcy prohibition, on the basis that the law violates section 15 of the Canadian Charter of Rights and Freedoms on the basis of age. In addition, CFS will be arguing that the law violates the equity provision of the Charter,

being withheld by the financial institutions under the pretense of proprietary information.

In September 1997 the Bankruptey and Insolvency Act was amended to make student loans non-dischargeable for two years after the end of full or part-time studies. Barely six months later, in the 1998 federal budget, the twoyear prohibition was increased to 10 years.

In response to the federal government's punitive policies, the Canadian Federation of Students advanced a test case under this legislation in March 1999. At that time, a student with more than \$60,000 in government and private student loan debt sought bankruptcy protection. On Dec. 6,

1999, ber private student loans, held by the Royal Bank, were discharged, yet her Canada Student Loan and ber Ontario Student Loan remain untouched. Citing discrimination, the Federation will be launching a constitutional challenge this month.

CFS is not advocating that students declare bankruptcy. But, students should be treated equally under Canadian law as are all other Canadians. Bankruptcy is a legal tool which affords the an individual a chance at financial rehabilitation. The decision of whether or not a person is eligible for bankruptcy protection should rest with the courts and not with the financial institutions or with the federal government.

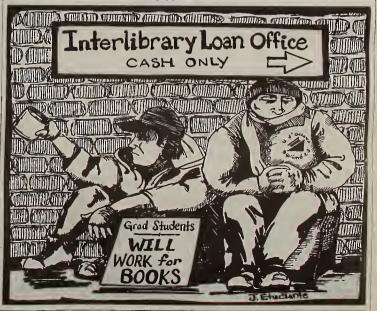
The removal of bankruptcy prohibition is just one vital step the federal government must take in order to ensure access to higher education for all Canadians. Bankruptcy protection is an aid in breaking the cycle of poverty, especially for students with families, people with disabilities and those historically under-represented in post-secondary education.

Education should provide for a broadening of opportunity and should not remove students' rights to attain their full potential.

CFS is calling upon the federal government to establish a national system of grants and a loan forgiveness program, and to increase transfer payments to the provinces to allow for a tuition fee freeze.

(Denise Doherty-Delorme is a researcher with the Canadian Federation of Students.)

Information on the CFS bankruptcy case is available at the Canadian Federation of Students web site www.cfs-fcee.ca.



Étude de la FQPPU sur les régimes de retraite

E^N 1998, la Fèdèration québè-coise des professeures et professeurs d'université (FQPPU) confiait à M^{me} Georgette Béliveau et à M. Raymond Saint-Arnaud la realisation d'une étude comparative sur les régimes de retraite des professeures et professeurs des universités suivantes : Bishop's, Concordia, Laval, McGill, Sherbrooke, Montréal, Québec. Dans le dernier cas, les professeures et professeurs des constituantes (Chicoutimi, Hull, UQAM, Rimouski, Trois-Rivières, etc) de l'Université du Québec possédent tous le même

Le rapport de l'étude a été présenté en 1999. On y retrouve un aperçu des dispositions légales et finales pertinentes, un résumé sous forme de tableau de ce que prévoit actuellement chacun des sept régimes de retraite et une analyse comparative des sept règimes de retraite.

Dans la conclusion de l'étude, les auteurs abordent plusieurs questions. Certaines sont particuliérement intéressantes :

Régime spécifique pour les professeurs

Les auteur notent que «seule l'Université Laval a un régime spécifique pour les professeurs; les autres universités font partager le même régime à tous les employés de l'institution.» [...] «Les inconvènients des régimes communs sont de plus en plus clairement visibles au fur et à mesure que le nombre de retraités dans un régime augmente et que le régime atteint sa maturité. On s'aperçoit, par exemple, qu'il est très difficile d'apporter des améliorations aux prestations, étant donné les intérêts divergents des différents groupes de participants à l'intérieur d'un même régime. Le consensus sur l'utilisation des surplus actuariels est difficile à atteindre; les seuls points sur lesquels il semble possible de s'entendre sont la baisse des cotisations et les congés de cotisation. Cette politique ne favorise pas les personnes déjà à la retraite et, à long terme, elle est désavantageuse pour les participants au regime. Enfin, l'employeur peut tirer profit des divergence d'opinions entre les groupes pour imposer son point de vue. En revanche, un régime distinct pour les prosesseurs permet de répondre adéquatement à leurs besoins en tenant compte des particularités de leur profil de carrière et de leur capacité de payer; il est aussi

plus facile d'apporter des modifications à ce type de régime.»

Régimes hybrides

Tous les régimes de retraite des universités québécoises, sauf deux, sont des régimes à prestations déterminées. Un exemple de régime à prestations déterminées serait celui où la rente normale est ègale au nombre d'année de service multiplié par un pourcentage du salaire moyen des trois années les mieux rémunérées. Les deux exceptions sont des régimes hybrides à cotisations déterminées et à prestations déterminées. Rappelons que le régime de retraite est à cotisations déterminées s'il détermine à l'avance les cotisations patronales et salariales et si la rente normale est fonction des sommes portées au compte du participant. Les auteurs concluent: «Ces régimes hybrides et mécanismes supplémentaires de retraite, s'ajoutant aux prestations définies, pourraient cependant s'avèrer la voie de l'avenir, comme semblent le penser plusieurs experts. Dans un régime hybride, il n'y a pas de limite au montant des rentes initiales pouvant être achetées par les sommes accumulées dans le compte individuel de chaque participant; de plus, ces rentes peuvent être indexées en fonction de l'indice des prix à la consommation.»

Risques des cotisations réduites à zéro

Les auteurs font remarquer que «dans certains cas, les cotisations patronales ou syndicales aux régimes de retraite des universités sont réduites à zèro pour l'année 1998. Cette diminution ou, plutôt, cette élimination temporaire des contributions patronales et syndicales s'explique par l'utilisation des surplus actuariels. On note qu'une réduction substantielle du taux de cotisation de l'employeur peut entraîner une incapacité ou même un refus de reprendre le taux normal de cotisation lorsque le régime n'est plus surprovisionné.»

L'indexation de la rente

«L'indexation de la rente est l'élèment le plus important pour la stabilité du niveau de vie. Une rente partiellement indexée ou non indexée perd de sa valeur très rapidement; le retraité peut se voir dépouiller de 54 % de son pouvoir d'achat après 15 ans et de 65 % après 20 ans.* Malheureusement, plusieurs ont tendance à ne considérer que le montant de rente

qu'elles reçoivent au cours de la première année de la retraite. Il y a un cout à l'indexation, surtout si elle est garantie. Certains régimes en apparence moins génèreux offrent cependant une meilleure garantie de ce côte, ce qui n'est pas à négliger, surtout si le professeur prend sa retraite à 55 ou à 60 ans alors que son áge lui donne une espérance de vie à la retraite de 25 à 30 ans.»

L'assurance maladie à la retraite

Les auteurs signalent que «parmi les autres avantages octroyés ou conservés à la retraite. c'est l'assurance maladie qui retient le plus l'attention.» [...] «Étant donné le coût des soins de santé pour une personne ágée de plus de 65 ans, ce point mérite l'attention des membres des régimes de retraite et peut avoir un impact considérable sur le budget du retraité qui devient malade. Les syndicats de professeurs devraient porter une attention particulière à ce sujet, de préférence à l'intérieur de la convention collective, car tous les professeurs actifs seront un jour retraites, à moins qu'ils ne décèdent avant la retraite.

Les surplus

«Tous les régimes de retraite étudies ont actuellement des surplus que les conditions du marché boursier et le gel prolongé des salaires leur ont permis de réaliser [...].» Dans ce cas, «l'employeur a tendance à vouloir utiliser le surplus pour réduire sa cotisation [...].» Et les auteurs se demandent «Dans quelle mesure cette pratique est-elle juste pour les différentes catégories de participants? [...] Se pose (aussi) alors la question de la distribution équitable des excédents de rendement entre les membres actifs qui prendront leur retraite á plus ou moins long terme et les retraités qui ont aussi contribué à produire le surplus. Il appert d'ores et déjà que l'utilisation des surplus des caisses de retraite sera un des sujets chauds du début du prochain

Le rapport de la FQPPU Étude compara-tive des régimes de retraite des professeures et professeurs d'universités gubécises est dis-ponible au coût de 15,00 %, têl.: (514) 843-5953, courriel : federation@fqppu.qc.ca.

* En utilisant un taux composé moyen d'inflation de 5,34 % par année, ce qui a été le cas pour les trente dernières années.

contestée à l'Université de Moncton

La restructuration

Par PAUL DUBUC

L'ADMINISTRATION de l'Olimbia sité de Moncton semble déter-ADMINISTRATION de l'Univerminée à restructurer ses unités académiques, en dépit de la forte opposition du corps professoral et de la population étudiante.

À l'automne 1999, pour la troisième fois en trois ans, le campus était replongé dans la controverse avec le dépôt successif du Rapport d'un consultant externe, M. Michel Gervais, ancien recteur de l'Université Laval, et celui de notre recteur, M. Jean-Bernard Robichaud, qui reprenait les principaux éléments du précédent. Le Plan Robichaud prévoit notamment créer quatre nouvelles facultés, dont une Faculté des sciences de la santé, fusionner deux des plus grosses facultés, celle des Arts, et celle des Sciences sociales, changer le statut des écoles professionnelles, et fusionner des départements.

La position de l'ABPPUM (Association des bibliothécaires, des professeures et professeurs de l'Université de Moncton) en la matière a toujours été que nous sommes prêts à discuter de scénarios de restructuration, mais que celui-ci est carrément inadéquat.

De plus, les disciplines fondamentales, que l'on devait protèger dans l'exercice de restructuration, verront leur influence encore plus rétrècie face aux disciplines appliquées.

En plus de tout cela, il n'y a pas eu de véritable consultation autour du rapport Robicbaud. Malgrè l'objection très forte de l'ABPPUM et de la fédération étudiante, le recteur soumettait son rapport pour approbation au Sénat académique le 3 décembre dernier. Lors de cette réunion tendue (une seance publique, à la demande de l'ABPPUM), une proposition fut adoptée, soit celle créant la nouvelle Faculté des sciences de la santé. La suivante portait sur la fusion de la Faculté des arts et de la Faculté des sciences sociales : le scrutin secret donna lieu à un vote égal : 19 pour, 19 contre. Le président d'assemblée, qui n'est pas membre du Sénat et qui n'a donc pas droit de vote, donna alors le vote prépondérant au président du Sénat, le recteur Robichaud, quí avait déjà voté sur la motion. Celui-ci s'est empressé de briser l'égalité et de faire approuver sa proposition. Devant la consternation générale, le président d'assemblée ajourna la réunion jusqu'au 28 janvier pour étudier les 17 propositions restantes du rapport.

Le Conseil des gouverneurs, à sa réunion du 11 décembre, adopta les deux mesures approuvées au Sénat académique, et en ajouta une troisième, soit la mise en oeuvre de ces décisions le 1er juillet

L'ABPPUM convoqua une assemblée générale extraordinaire pour le 16 décembre afin de faire point sur cette question et sur celle de nos négociations en cours (voir le texte de notre président, Greg Allain, dans le Bullètin de janvier). L'assemblée générale extraordinaire demanda par un vote massif au Bureau de direction d'opposer une résistance farouche aux tactiques de l'administration, et ce, au plan syndical et au plan

Sur le premier front, nous avons, dans les jours qui ont suivi l'assemblée générale extraordinaire, déposé deux griefs faisant état de nombreuses violations de la convention collective. Ils ont été bien sûr refusės par l'administration et ont èté depuis renvoyés à l'arbitrage.

Sur le deuxième, nous avons déposé une requête devant la Cour du Banc de la Reine du Nouveau-Brunswick pour faire annuler les décisions prises car nous les estimons illégales, et obtenir une injonction pour empêcher le processus de restructuration de continuer tant que la cause ne serait pas entendue en cour. Les éléments invoqués sont notamment le double vote du recteur et le fait que les gouverneurs se sont prononcés sur une proposition non votée au

Le juge convoqua les deux parties devant la Cour le 25 janvíer. Nous y apprenions que la di-rection de l'Université avait acceptė «de bonne soi» de reporter la rèunion du Sénat académique du 28 janvier au 9 mars prochain, ce qui annulait la demande d'injonction, puisque le juge avait fixé les dates du 14 au 15 fèvrier pour entendre la cause sur le fond. Il a assure les deux parties que sa décision serait prise rapidement par la

Nous avons annoncé à nos membres que nous considérions ces développements comme une victoire, car sans nos démarches syndicales et juridiques, le rouleau compresseur de l'administration aurait continué ses ravages lors de la réunion du Sénat académique annoncée pour le 28.

Nous estimons que cette lutte est cruciale, car l'enjeu est le respect par la haute administration de son corps professoral et de son corps étudiant. La tentative d'imposer une fois de plus un projet de restructuration mal conçu et sans consultation veritable illustre de nouveau une attitude arrogante et méprisante de la part du recteur Robichaud et de son adminis-

(Paul Dubuc est vice-président à l'interne de l'Association des bibliothécaires, des professeures et professeurs de l'Université de Moncton.)



EQUITY NEWS

A Tale Too Light, Too Late

No Ivory Tower: The University Under Siege

H.T. Wilson, Richmond: Voyageur Press, 1999; 192 pp; cloth \$18.95 CA.

By MYRON FRANKMAN

READERS of the Bulletin or visitors to the CAUT web site already have a sound grounding on the subject of the neo-liberal agenda and the associated galloping privatization of Canadian universities. Most people could doubtless hold forth at some length on the pressure to commercialize based on their own experience of what H.T. (Tom) Wilson in No Ivory Tower terms "values in practice."

In describing the expansion of a commercial culture within Canadian universities, Wilson bemoans the 'speed of the [institutional] mirroring and imitating [of U.S. practices]; the lack of concern for careful adaptations, the lack of competing models..." (p. 114) I couldn't agree more, yet that is precisely my principal complaint about this work: so much is happening so fast that prompt publication is essential if one is to serve one's readers and the "cause."

This work is not a timely contribution. Although published in 1999, the acknowledgment is dated May 1997 and, judging from the bibliography and the text, the most recent research materials actually used appear to have been published in 1994. While there is a reference in the concluding paragraph to a 1996 report to the Ontario government and one paragraph devoted to Dr. Nancy Olivieri's continuing saga in the pen-

ultimate chapter, my judgment still holds.

In consequence, chapter three ("Implications on the North American Free Trade Agreement") offers anticipations rather than the evaluations which today's reader might be looking for. This is a work of reflec-tion based on the author's lengthy experience. There

are no notes (source or explanatory) provided and almost no numbers provided to document the size of any of the changes mentioned.

Wilson's approach is one of sketching in broad strokes — whether it is in giving us his explanation of the role of the public sector and of universities in the U.S. and Canada or the current neo-liberal "values in practice" and their expressions as applied to universities - with almost no specific details. As neo-liberalism is a one-size-fits-all program, perhaps the intent was to allow the readers to supply their own from local experience.

Nonetheless, most of us tend to be aware only of those parts of this elephantine process that are nearest to our "touch" and, unless aided, may not perceive the increasing intensity with which the ground is shaking as another herd thunders down upon us with the newest threat to intellectual freedom.

This work does not directly empower. Several key reports, identified only by the name of their authors in the text, cannot be matched with a bibliographic entry. One intriguing point for which this reader longed for a citation was that American business school deans regard MBA training as a threat to the U.S. economy. (p. 111)

If you are tearing your bair out over what to do about intellectual property policy, performance indicators and soft drink contracts, inter alia, you may at best encounter a few passages addressing these briefly Of course, you can't simply look it up, as there is no

One leitmotif which seems inconsistent with Wilson's insistence that the U.S. experience is not to be regarded as the norm (p. 57) is his notion that Canadian institutions are not merely complementary to those of the U.S. (pp. 23, 113), but that maintenance of that

See IVORY TOWER Page 8 158

Diversity Debate Finds New Ammo at U of T

THE debate over the most enecuve manner of cruitment methods is one that continues to plague the HE debate over the most effective minority faculty reacademic community and equity-seeking groups

Improvement in the numbers of minority faculty hired has been slow, and in a recent study by University of Toronto researchers Chandrakant Shah and Tomislav Svaboda the figures show that if minority candidates represent 15 per cent of new hires it could take "anywhere from 25 to 119 years to reach a desired minority complement of 15 per cent."

Their study used a simulation model to estimate how long it would take for the ethno-racial composition of faculty to reach targets set by the numbers present in the surrounding community and on minimal targets set by equity-seeking groups. The huge variance takes into account that the university's minority hiring patterns could change from year to

The way to make the timeline shorter, according to Shah and Svaboda, is to increase the numbers of minority faculty hired each year to 20 to 30 per cent of all new hires. If these hiring targets were maintained, the "critical mass" of faculty members from visible minority groups would approach the intended goals within five to 24 years.

In their report, the authors looked at the stated objectives of a 1990 University of Toronto faculty recruitment report known as the Rossi-Wayne Report. The document contained several recommendations about ways in which the "fair chances" of minority recruitment would be enhanced through a number of pro-active policy and practice initiatives in hiring practices. These included making search committees accountable for advertising positions in such a way that qualified members of minorities were encouraged to apply, and broadening curriculum choices so that whole areas of possible recruitment were not automatically

The debate on faculty hiring practices is becoming increasingly significant, the authors contend, because of the large increase in faculty hirings that are expected in the next five years.

How universities will take up the equity challenge in this historical opportunity is one which Shah and Svaboda submit will be judged by actions rather than words.

For a full text of the Shah-Svaboda study, A Question of Fairness, visit the University of Toronto News & Events website at www.newsandevents.utoronto.ca/bin/thoughts/forum000110.asp.

Information Breakthrough — the Internet Con Game

E.Con: How the Internet **Undermines Democracy**

Donald Gutstein, Toronto: Stoddart Publishing Co. Ltd., 1999; 320 pp; cloth \$24.95 CA.

By VINCENT MOSCO

This book provides welcome relief from the un-bridled enthusiasm that accompanies much of what passes for discussion of the Internet. If one were to believe high tech companies, the mainstream media, many government officials and not a few academics, the Internet is bringing about a revolutionary transformation that will change the world for the better. It will make us all richer, create genuinely democratic communities, expand educational opportunities, give everyone access to the world's knowledge and entertainment, and envelop the world in a web of instantaneous communication.

Frances Fukuyama preaches the end of history; Frances Cairneross proclaims the end of geography and Alvin Toffler proselytizes the end of politics. Governments bellow in support. The 1999 Speech from the Throne promised Canada will invest what it takes so that by the year 2004 this country will be "the most connected nation in the world.

There is both banality and transcendence in these waves of euphoria. They are banal because we have heard them before - in the enthusiasm that led people to see the telegraph bringing world peace, the telephone creating genuine community, electricity's "Great White Way" leading to the end of crime, radio broadcasting building a world democracy and, of course, television ushering in a global village. But they are also transcendent, signaling a genuine sense of near

religious reverence and rapture, what historian David Nye called the technological sublime, which grips the popular imagination and enables it to rise, in the words of his mentor Leo Marx "like froth on a tide of exuberant self-regard sweeping over all misgivings, prob-lems, and contradictions." It is no coincidence that some of the best discussion of the new technology comes from books entitled The Religion of Technology (David Noble) and The Pearly Gates of Cyberspace (Margaret Wertheim).

In e.con, Donald Gutstein describes in some detail how the Net is turning out to be something far different from the visions of its enthusiasts. The book starts with the major focus of current Canadian government policy: Connecting Canadians. Ostensibly committed to making Canada the most connected nation in the world, Gutstein describes how it primarily promotes a business agenda, specifically to develop electronic commerce and, more generally, the privatization of education, libraries, training and other so-

One of the first steps in bringing about this corporate agenda is vesting the government's program in a friendly agency. Gutstein describes how Industry Canada took over much of the policy agenda, including elements that would normally find a home in the Department of Canadian Heritage. For example, Industry Canada oversees the Community Access Program which promotes access to the Internet by providing matching grants to community organizations; it also runs SchoolNet, which promotes the use of the Internet in the classroom. As a result, programs like these with a major social policy orientation contain a

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Global Campaign Launched for Right to Education

Ten years after the UN Convention on the Rights of the Child guaranteed education for all children, the promise is still a distant dream. More than 125 million children, most of them young girls, never see the inside of a classroom. Another 150 million children receive schooling of such low quality and at such high cost that they drop out of school soon after they start.

Not willing to let this injustice continue, a powerful alliance of international organizations and national movements have joined forces to launch the Global Campaign for Education. The campaign intends to mobilize public pressure on governments to fulfill their promises to provide free, quality education for all people. Article 28 of the Convention on the Rights of the Child requires governments to make primary education compulsory and available free to all, while Article 29 calls for education that develops full human potential and prepares children for responsible life in a free society.

Bringing together organizations working in 180 countries, the campaign's steering committee includes: Education International, Oxfam International, ActionAid, the Global March Against Child Labour, the South African NGO Coalition, the Campaign for Popular Education (Bangladesh), and the Brazilian National Campaign for the Right to Education. This campaign marks the first time leading social organizations have joined together in a determined drive for universal education.

"It is time that governments and the international financial institutions recognize that education is a fundamental human right," said Elie Jouen of Education International. "Governments must provide the resources and implement the reforms needed to achieve education for all."

A mere 1% of what the world spends each year on armaments would be enough to provide education to every single person worldwide

The Convention broke new ground in getting governments to agree that the right to education goes beyond the right to a seat in a classroom. It calls for education which builds tolerance and equality, and enables each child to develop to his or her fullest potential. But schools serving poor and minority groups too often abuse children's dignity, stifle their abilities and promote intolerance and pre-

judice. In these cases, fundamental reforms are urgently needed to engage children, teachers and parents in creating a better system.

The Convention also legally obliges countries to promote and encourage international cooperation in support of education. But throughout most of this decade, Western governments have done the opposite, squeezing out interest payments and service charges on third world debts at the cost of children's heelth and education.

The Global Campaign for Education will be demanding at least eight years of education for all children, and a second chance for adults who have missed out. The campaign also calls for better provisions for early childhood education and care, a public commitment of 6% of GNP for education, the mobilization of new resources through aid and debt relief, reform of IMF and World Bank structural adjustment policies, an end to the exploitation of children for their labour, democratic participation of civil society in education, fair and regular salaries for teachers, properly equipped classrooms and quality textbooks, and nondiscriminating in the provision of

Ivory Tower — A Tale Too Light, Too Late

From PAGE 7

complementary is an indispensable objective of our endeavors. He speaks of American institutions as an "integral culture outgrowth" of U.S. experience. (p. 41) Ours, however, are complementary. Call it what you will, but the point is well taken distinctive patterns are being ruthlessly uprooted in an unexamined way.

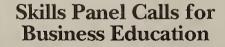
In lieu of examples, we have throughout two mantra-like strings repeated. The first aptly summarizes the neo-liberal agenda and the other its expression within universities. In one variant of the latter, Wilson speaks of individuals hired to "actively pursue private sector funding and the harassment of alumni while they help create what amounts to a system of internal contracting and marketing based on fees, rents, taxes, 'prices' and other charges within universities." (p. 29) These refrains recur frequently in the book and, to the author's credit, they recur in one's perceptions after the book has been put aside, each time one encounters a new local manifestation of these ten-

The merit of Wilson's account is that he has provided us a metanarrative, in some ways not unlike Thorstein Veblen's The Higher Learning in America (1918), a book which Wilson acknowledges as having provided him inspiration. Veblen was the master of the meta-narrative, generally without any empirical evidence. Yet, his work lives and resonates. To cite but one randomly chosen passage from Veblen's work:: "... the university is after all a seat of learning, devoted to the cult of the idle curiosity, otherwise called the scientific spirit. And stultification, broad and final, waits on any university directorate that shall dare to avow any other end as its objective." (p. 128)

The heart of Wilson's argument is summed up in the titles of chapters four and five: "Why the Private Sector Can't Be Trusted" and "Why the Public Sector Can and Must." In the former chapter Wilson unmasks the sophistry of those supporting privatization. He cautions that "in the long run private sector performance of public sector functions is almost always more costly to the taxpayer" and reminds us that revenue collecting and general taxation are a "far better way of financing necessary and indispensable" public sector functions. (p. 78) Chapter five might have been titled "Why the Public Sector Can, Must and Doesn't," as both those who govern and those governed have accepted much of the rhetoric of the minimal state. Wilson tells us that "universities must therefore make a stronger case to the general public." (p. 91)

Universities, however, speak with many voices. It is up to each and every one of us and our students who still believe in the public interest to speak out in diverse fora - certainly not just to each other - as often and as forcefully as possible. We must make common cause and not just defend our interests. Wilson concludes with a chapter on "The University that is Needed." That is surely worthy of debate, but given our present circumstances, one would have wished for a conclusion devoted to "The Democracy that is Needed: What We Each Can Do to Achieve It." ■

(Myron Frankman is professor of economics at McGill University.)



From PAGE 1

as the handmaidens to the corporate sector. Our health as a country depends on the broadly-based education of our citizens."

The report, to be released publicly later this month, argues that schools need to better serve the interests of employers by promoting corporate values.

"Innovation, entrepreneurship and risk-taking," the report says, "are not the characteristics commonly associated with Canadians. Instead, we see ourselves, as do others, as more concerned with fairness and equity than with competitiveness and wealth creation."

The panel, whose members include Jacquelyn Thayer-Scott, president of the University College of Cape Breton, Tim O'Neill, chief economist with the Bank of Montreal, and representatives from manufacturing and high-technology industries, recommends governments work in collaboration with private industry and business lobby groups such as the Candian Chamber of Commerce and the Canadian Federation of Independent Business to redesign course curricula, ensuring that entrepreneurship is a core element of elementary, secondary and post-secondary education.

"This report represents a seri-

"This report represents a serious attempt to highjack our educational system," warned Turk.
"CAUT will be lobbying hard
to make sure Canada's schools,
universities and colleges are not
held hostage by any special
interest."



Alternative Federal Budget

Spend the Surplus, Say Social Groups

A CALL by a broad coalition of labour and community groups for Ottawa to reinvest the growing surplus in the social programs and public services that bore the brunt of deficit reduction was echoed in an "alternative federal budget" released earlier this month.

Following hard on the heels of special interest groups pressing for massive tax cuts, the goal of the alternative budget this year is "to show that the government can and should repair the damage that's been done to the programs and services that benefit all Canadians," said Paul Leduc Browne, co-chair of the alternative budget and a senior research fellow with the Canadian Centre for Policy Alternatives.

"In every case, the business lobby's proposed tax cuts - reducing or eliminating the tax on capital gains, raising the RRSP contribution limit, eliminating the high income surtax, and lowering top marginal tax rates - would disproportionately benefit only those with the highest incomes," he added.

"Our response is that we need to deal with first things first and reinvest in our communities. Our budget helps everyone while remaining fiscally responsible."

The alternative federal budget suggests Ottawa's books can remain balanced while at the same time the government could meet the most pressing needs of children and families, including housing, income support, child care, and access to post-secondary education.

Key measures proposed in-clude: an enriched Child Tax Benefit to combat child poverty; an additional package of anti-poverty measures designed to reduce the poverty rate from 17.5% to 9% within five years; a reinvestment of the \$6 billion unemployment insurance surplus into enriched benefits for the unemployed and for parental leave; a national housing program to combat homelessness and provide decent and affordable housing to all Canadians; a national child care and early develhome care and prescription drug program.

The alternative federal budget also aims to increase the accessibility and quality of university and college education by establishing a federal post-secondary education fund. In the first year, the fund would be set at \$3.1 billion — an increase of about \$1.5 billion over current levels - and would grow with the economy. An additional \$400 million would be allocated in the first year to help universities and colleges to make repairs to their deteriorating infrastructure.

"Deep cuts in federal payments have resulted in soaring tuition fees, a decline in college and university faculty members, a reduction in research capacity, and reduced spending on infrastructures such as libraries and laboratories," Browne noted, "We show that the federal government has a role to play in guaranteeing all Canadians have access to a high quality postsecondary education system.

To achieve this, the alternative budget proposes that a National Post-Secondary Education Act be established. Like the Canada Health Act, the PSE Act would ensure that Ottawa and the provinces (with the right for Quebec to opt out) provide post-secondary education according to a set of common principles. A national advisory council on higher education and research, with representation from all stakeholders, would be established to ensure that community needs are met by the post-secondary education system.

The alternative budget also notes that Canada is one of only three industrialized nations without a national system of grants for postsecondary education students.

'The present formula of student loans, interest relief, and income tax credits has generated huge debt loads, rising from about \$9,000 in 1990 to \$28,000 in 2000," Browne said.

The alternative budget would create a national system of student

grants based solely on need." opment program; and a national **DEMOCRATS ABROAD CANADA**

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York Project Establishes Historical Atlas of Slavery

In 1995, the Government of Ca-nada decreed February "Black History Month." During the month, activities take place to raise awareness of the cultural, social, economic, historical and political contribu-166th anniversary of the abolition of slavery in the British colonies.

Where did Africans who were forced into slavery come from? Where did they go? Can descendants of enslaved Africans trace their ancestry? What impact has this legacy had on the modern world?

York University's Nigerian Hinterland Project is addressing these issues through international collaboration and networking. Affiliated with the UNESCO "Slave Route Project," the York project coordinates a worldwide team of 28 scholars in 25 countries, and dozens of students who are busy constructing a biographical database of enslaved Africans, designing an historical atlas of slavery, and preserving and disseminating primary source materials.

The project explores the historical impact of Africa on world history and the extent to which enslayed Africans and their descendants contributed to the making of both the Atlantic world and the Islamic world, said Paul Lovejoy, project director and Distinguished Research Professor of History at York University.

"Of the 12 million people forced into trans-Atlantic slavery, it is now known that about 40 per cent came from the region that today comprises Nigeria and neighbouring countries," Lovejoy said.

"The Nigerian Hinterland Project examines the effects of this forced relocation on historical developments in both Africa and the Americas.7

The history of blacks in Canada is part of the ambitious research plan.

While very few Africans came directly to Canada, the Jamaican Maroons and Black Loyalist who settled in Nova Scotia and the fugitives following the Underground

Railway from the US who settled in Upper Canada included many people who traced their origins to the Nigerian region.

"As in virtually every part of the African diaspora it is possible to uncover the connection with the Nigerian region," Lovejoy said.

Additional research in the Caribbean, Brazil and elsewhere will help researchers understand the demographic and cultural impact of the African presence in the Americas and in specific places like Canada.

The project is funded under the Major Collaborative Research Initiative program of SSHRC, and supported by a number of institutions throughout the world, including the Schomburg Centre for Research in Black Culture (New York for Research in Black Culture (New York Public Library), Rutgers University, the University of the West Indies, the Wil-liam Wilberforce Institute (University of Hull, UK), Ahmadu Bello University (Ni-geria), Universidade Nationale da Bahia (Brazil), and Universidad de Costa Rica.

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L'éducation doit satisfaire les entreprises, selon les experts

Suite de la PAGE 1

et aux étudiantes un esprit d'entreprise plus compétitif.

«Le rapport du groupe d'experts manque complètement le but», a déclaré le directeur général de l'ACPPU, Jim Turk. «Les ècoles et les universités du Canada n'ont pas èté créées pour servir les entreprises. La santé de notre pays dépend de l'éducation au sens large de nos citoyens et citovennes.»

D'après le rapport, qui sera rendu public plus tard ce mois-ci après avoir été présenté au cabinet fédéral, les écoles doivent mieux servir les intérêts des employeurs en faisant la promotion de principes commerciaux.

Les auteurs du rapport sou-

ne sont pas des caractéristiques associées habituellement aux Canadiens et Canadiennes qui se perçoivent comme davantage prèoccupés par l'équité et la justice que par la compétitivité et la création de la richesse. C'est d'ailleurs ainsi qu'ils sont perçus par les

Le groupe d'experts, composè notamment de Jacquelyn Thayer-Scott, rectrice du University College of Cape Breton, de Tim O'Neill, économiste en chef de la Banque de Montréal, et de représentants des industries manufacturières et des technologies de pointe, recommande aux gouvernements de collaborer avec les groupes de pression de l'industrie

tiennent que l'innovation, l'entre-preneuriat et la prise de risque autres la Chambre de commerce du Canada et la Fédération canadienne de l'entreprise indépendante, pour refaire les programmes d'ètudes et s'assurer que l'esprit d'entreprise est un élément fondamental de l'enseignement primaire, secondaire et postsecondaire.

«Le rapport constitue une tentative grave de détournement du système d'éducation du Canada», a mis en garde M. Turk. «L'ACPPU fera d'intenses pressions pour empêcher que les écoles, les universités et les collèges du Canada soient les otages d'intérêts particuliers.»

Traduit de l'article «Skills Panel Calls for



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DATE LIMITE DE PRÉSENTATION DES PROPOSITIONS

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The Internet Con Game

From PAGE 7

very strong focus on business, so that CAP money is used to promote local businesses and SchoolNet money to get businesses into schools.

The agency that traditionally served to regulate the public interest in media and telecommunications, the CRTC, now defines the public interest as whatever commercial media and telecommunications firms want.

Not satisfied with deregulating mass media and telecommunications (leading to the unprecedented concentration of power in these industries), the CRTC bought into the myth that the Internet transcends the ability of mere mortals to make policy, by deciding in 1999 that it will not even try to regulate the Internet. The market, led by private sector run organizations will presumably ensure a place for Canadian content, provide for the public interest and guarantee against abuse.

In addition, the federal government bas supported private control over the technology that delivers Internet services. Building the Knowledge-Based Economy, as Industry Canada often likes to call its new technology strategy, does not leave room for the cyberspace equivalent of the CBC or some other public institution.

Gutstein describes how the federal government privatized the national backbone network that delivers electronic services on the Net, taking CA*net, a public organization set up in 1990 and turning it into CANARIE, a private organization led by Bell Canada, which is mainly interested in using the Net for commercial applications.

These applications now include delivering information and education, thereby extending private influence and control over libraries and schools which are invited to join the new agenda, but only when they are willing to co-operate with its commercial imperative.

These developments amount to what Gutstein calls "enclosing the information commons," the modern day equivalent of establishing private property rights in what has historically been viewed as a public resource and the lifeblood of democracy.

He describes changes in copyright, patent, and trademark law that turn knowledge into the intellectual property of national giants such as Rogers, Hollinger, Thomson and Bell Canada, or multinational firms like AOL-Time Warner, AT&T, and Disney-ABC to which Canadian companies are increasingly linked.

Intellectual property policy rarely makes for lively reading. But Gutstein manages to enliven this terrain by providing numerous concrete examples of just what it means to lose a sense of the commons as we adopt the principles of intellectual property.

In the real world, it means national and multinational conglomerates can now require writers, in return for publishing in any major newspaper or magazine, to sign away their rights to the sale of their work in any electronic form, including databases accessible on the Internet

In the real world of education. it means professors give up the "intellectual property" right to their lectures when they are put online or distributed by video.

In the real world, it means researchers do not get grants unless they agree to demonstrate the commercial applications of their work, or unless they agree to join a strategic team that includes private companies eager to commercialize findings, including all intellectual property generated out of the research process.

Gutstein successfully documents how market-obsessed governments are making it easy to turn the Internet's visionary promise into just another way to make money extending the market into schools, libraries and research.

His is a major accomplishment because the scope of the problem is vast and because it means taking on the spin masters in business and government who expect the only reasonable response to their hymns of praise to the new technology is "Amen."

Nevertheless, Gutstein could have done a better job of identifying important tensions, conflicts and opposition that make the process of turning the Information Highway into little more than a toll road to the mall less than inevitable.

There are some important differences within government about the Industry Canada-dominated strategy, important tensions within business (businesses require rules and some worry that the CRTC's abdication may not be good for business) and, perhaps most significantly, many models for alternative uses of the Net. This latter point deserved more than the few pages tacked on at the end of the book.

Moreover - and this may reflect the sorry state of the publishing industry which now provides almost no editorial help to less than blockbuster authors -- the book contains several errors of fact, spelling and expression. Nevertheless, this is a book worth reading because it challenges the dominant enthusiasm of "dot-com" fever, points to the dangers of using the Net to commercialize education and research, and makes a good case for a strong public presence on the Net enshrined in a much-needed set of basic information rights, foremost among them the right to communicate.

(Vincent Mosco is professor of communication at Carleton University. His most recent book is The Political Economy of Communication. He is also writing a book on the Myths of Cyberspace.)

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Dr. Angelo N. Belcastro, Dean
Faculty of Health Sciences

Room H125, Health Sciences Addition The University of Western Ontario London, ON N6A 5C1

The deadline for receipt of applications is Friday, March 17, 2000. Late applications may be accepted if suitable candidates have not been

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this observaments thereted to Canadian Citizens and Permanent Residents of Canadia. The University of Western Ontaino is committed as employment equity, welcomes thewrith to the workplace, and encourages applications from all qualified individuals including women members of visible minorities, aboriginal persons, and persons with disabilities.

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Assistant/Associate **Professor Marketing**

Athabasca University, Canada's Open University Til , invites applications for tenure-track appointment in its Centre for Commerce and Administrative Studies.

Courses and programs in this erea ere developed to be delivered online. As professor of Marketing you will be instrumental in the development end delivery of our leeding edge E-Commerce progrem.

The ideal candidele should hold e PhD (or be near completion) in Marketing or e closely related field. Preference will be given to candidates with experience in distance or edult education.

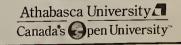
Athebesca University is located in the town of Alhabasca in the beautiful coltage country of north centrel Alberta, 145 km north of Edmonton, with regional offices in Celgary, Edmonton and Fort McMurray. It delivers university education to epproximately 18,000 students per yeer.

Alhebasca University meintains en environment thet develops end supports equileble working conditions for members of groups treditionally under-represented in universities.

Applicants should forward e letter of application, e curriculum vilae, end the nemes end eddresses of firree references to the: Director, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3, Canada.

Further information about this position may be obtained from Mavis Jacobs (780) 675-6483 or lax (780) 675-6338, or e-mail mavisj@athabascau.ca or visit our School of Business web site at http://vitalathabascau.ca

This competition will remain open until a suitable candidate is selected.





Simon Fraser University Assistant Professor Computational Biology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Computational Biology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 2000. We seek an individual who uses mathematical tools in conjunction with experimental studies to elucidate biological processes or phenomena. Potential research areas are open, but could include theoretical ecology/evolutionary biology, computational genomics or computational neuroscience. There are many opportunities for collaboration within the Faculty of Science. The successful uses no connoceration within the exacting of science. The succession coundidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he will contribute to teaching at the undergraduate level, and develop and teach upper division undergraduate and graduate courses in their area of

A Ph.D. degree is required, and appropriate post-doctoral expenience is preferred. Applicants should send, no later than $March\ 1,\ 2000,\ a$ Curriculum Vitae, three representative reprints, a one-page summary of their research objectives, and three letters of reference to

Dr. Norbert H. Hannerland, Chair Department of Biological Sciences Simon Fraser University, 8888 University Blvd. Burnaby, 8.C. V5A 186 Canada FAX 604 291 4312

The department web page can be accessed via http://www.biol.sfu.ca. This advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified

architecture Caleton's lour-year undergraduate programme leads to a Bachelor of Architectural Studies (BA-5) degree and strives to achieve a blanced architectural education by prouding conditions of the control of th

ART HISTORY

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ARTS VISILETS

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UNIVERSITY OF REGINA

Faculty Position in Industrial Systems Engineering

Faculty Position in Industrial Systems Engineering
The University of Regina is a comprehensive University, which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. It is situated in beautiful Wascana Park, one of the largest urban parks in Nordh America. The Faculty of Engineering presendy offers programs in electronics, environmental, industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. It also offers M.A.Sc. and Ph.D. programs and other interdisciplinary graduate programs. The Faculty offers unique Co-operative Education programs and has approximately 700 undergraduate students and 100 graduate students. The Faculty is currently expanding its program in the area of petroleum systems engineering with a strong emphasis on research and technology development. The Faculty has a strong commitment to developing research excellence in select area. As part of the industrial systems engineering program, the faculty is also developing expertise in the area of manufacturing processes and engineering programs, the

Applicants should have an earned Ph.D. degree in Mechanical/Industrial Engineering or other related engineering disciplines. A strong commitment to teaching and research is required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin on March 15, 2000 and continue until the position is filled. Send application with curriculum witae, a statement of teaching and research interests including the names of three references to: Dr. Pairoon (P.T.) Tontwachwuthikul, P.Eng., Acting Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan S45 042, Canada E-mail: paitoon@uregina.ca.

faculty can be found from our website at: www.uregina.ca/engg/

The University of Regina is committed to employment equity.

ASTRONOMY & PHYSICS

ASTRONOMY & PHYSICS

SAINTS MANY'S UNIVERSITY — Depending on the availability of Indr., the Department of Astronomy and Physics at Saint Mary's University of Indr. the Department of Astronomy and Physics at Saint Mary's University of Indr. the In

BIOCHEMISTRY

BIOCHEMISTRY

OUEEN'S UNIVERSITY — Department of Biochemistry, Applications are invested for a Faculty
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BIOLOGICAL SCIENCES

BIOLOGICAL SCIENCES

UNIVERSITY COLLEGE OF THE CARRIDO — Dues The University College of the Crimbo seeks an individual to teach as a substitute leplacement in the Department of Biological Sciences: The successful considers will have a communent to interpolation of the Department of Biological Sciences: The successful considers will have a communent to appear the proposal for in instructing-accesses and bis in Annual Behavior and Terrestial Vettebrate Zoology Qualifications: ThO, with research in a related area, teaching experience at the post-excondery to the Coloring Date for Applications: Th March 2000, Followers and post-exception of Biological Sciences at 1050 102-5428, in accomplication of Biological Sciences at 1050 102-5428, in accomplication of the Coloring Date for Applications: The March 2000, Followers and permanent is cidents of Carada to Coloring and permanent is cidents of Carada to Coloring and permanent is cidents of Carada considerations, and permanent is cidents of Carada convolutions and coloring to Carada Coloring and Carada Coloring and Carada Coloring Date for Applications: Coloring of the Carada Coloring Coloring of Sciences and Coloring Coloring and Carada Coloring C

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ests) plus three letters of reference should be sent directly to. Dr. Peter Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Ca-nada K7L 3N6 (Visit our website at http://biology.

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Email: biology@urbica. Phone: 306433-4538 J. Ea. 506433-3833 SAINT MARKY SUNIVERSITY invites application for a tenue-text portion in Molecular Biology for a tenue-text portion in Molecular Biology ber 1, 2000. Preference will be given to candidates who are plant or animal systematists using molecular techniques. The successful applicant will teach 2 counseleme in generalic molecular biology, evolution and systematics. Sheeh program fundable by 185EM, conflictly or other sources. The application thould include the following: a XX a proposal of LeaseA, and other relevant documentation. The application should be sent set to 10 David to be sent sequelly Applications and letters of secommendation thould be sent to 10 David Cone, Chail of Biology, Saint Maryl V. Umersity, Halfar, Nova Social, 38H 3CJ, by April 1, 2000. Some doubt commission of the sent to 10 David Cone, Chail of Biology, Saint Maryl V. Umersity, Halfar, Nova Social, 38H 3CJ, by April 1, 2000. Some doubt commission of the sent to 10 David Cone, Chail of Biology, Saint Maryl V. Umersity, Halfar, Nova Social, 38H 3CJ, by April 1, 2000. Some doubt commission of the sent to 10 David Cone, Chail of Biology, Saint Maryl V. Umersity, Halfar, Nova Social, 38H 3CJ, by April 1, 2000.

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requirements, priority will be given to Canadian citizens and per imanent residents. ICONCORDÍA UNIVERSITY — Faculty of Arts and Science, has up to two limited-term ap-pointments available. One in the area of organis-mal biology, ecology and biostatics, the other in the area of general and human biology. Please

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UNIVERSITY OF MEN BRUNNING. The Department of Blofogy Invites applications for a new part of the proportion of the pro

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QUEEN'S MIVERSITY — Department of Biology, Ausstant Professor in Molecular Genetic.

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The University of Manitoba Faculty of Arts

HEAD DEPARTMENT OF NATIVE STUDIES

The Faculty of Arts at The University of Manitoba invites applications for the position of Head, Department of Mative Studies. This will be a full-time tenured or tenure track position at the rank of Associate Professor or Professor. The Department of Native Studies is a nationally recognized program of excellence in Aboriginal studies. It offers three-year Major programs and a foruryear Advanced Major programs within the B.A. degree. It is also the centre of an interdisciplinary matter's program in Native Studies and for special Ph.D. programs. Solary and rank will depend upon the qualifications and experience of the chosen candidate. The appointment will begin on July 1, 2000 or soon thereafter.

didale. The appointment will begin on July 1, 2000 or soon there after. It is a special to be a special to the special to the

Professor 3/8,8ac to \$108,434

The duties and responsibilities of the Nead of the Department of Native Studies are governed by University Policy 1009; by various relevant policies of the Fartly of Arts, such as those concerned such Teaching Responsibilities, Faculty Development and Faculty Accountability, and by the terms and conditions of several collective agreements covering faculty, instructors, support staff, and graduate students, Policy 1009 is available on the University of Manitobs Vebsite Home Page: voworumantobac au under the heading: \administration\policyandproceduremanual.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aborignal peoples, and persons with disabilities. Candidates of Aboriginal origin are particularly encourages to apply, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Candidates should send a C.V. and a statement of teaching and research interests and arrange to have three confidential letters of reference sent to Dr. Robert O'Kell, Dean Faculty of Arts, The University of Manitoba. Winnipeg, Manitoba R3T SV5. The deadline for receipt of applications is March 3. 2000, but the Advisory Committee may begin its re-



BUSINESS

BUSINESS

YORK UNIVERSITY — The Solution School of Business (floring) he Faculty of Administrative Studies) invites applications for treuve-stream positions commiscent gold 1, 2003 and 691, 2001 accounting QL: E-Commisce QL: Finance (JL: Finance) (JL: Fi

for women faculty. In accordance with Canadian immigration experiments, this adversement is directed to Canadian dilatera and permanent reading to Canadian dilatera and permanent reading to Canadian dilatera and permanent reading to Canadian Cana

The faculty enjoys close collaboration relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. The establishment of a research and development park at the University of Regina campus will be completed by the summer of 2000. The University of Regina in partnership with industry and government has recently established the Petroleum Technology Research Centre (PTRC) to be located at the Research Park. The faculty places considerable emphasis on multi-disciplinary research. Faculty members are encouraged and have the opportunity to collaborate with colleagues in other disciplines within and outside of the faculty. More information on the faculty can be found from our website at: www.tregina.ca/engry.

Applications are invited for a tenure track position at the rank of Assistant/Associate/ Full Professor. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Industrial Systems Engineering and conduct research in one or more of the following areas: Manufacturing processes, manufacturing of engineering soltware products, physical inetallurgy, mechanical design, mechanical metallurgy, finite element, composite mate-

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CANADIAN ART NISTORY

CANADIAN ART NISTORY

MICHAEL MUNERSTIT invites applications for a three-yea, himself etim appointment at the rank of Asistant Professor commercing September 1900, In Canadian Art History, Candidates should have an undestanding of methodology, critical throny, and curies developments in Canadian studies They must had a complete PhD and studies They must had a complete PhD and studies They must had a complete PhD and through a curiodium vites and two letters of research programme and teaching philosophy, along with a natural Plass and two letters of research programme and teaching philosophy, along with a natural through and two letters of research programme and teaching philosophy, along with a natural two discontinuous philosophy, along with a natural two discontinuous philosophy, along with a curiculum vites and hou better for recommendation to Dr. Christine Ross, Chail, Department of West Montreal, Quebed vi Ala 278 Application vites the commence of the philosophy, and the programment of the West Montreal, Quebed vi Ala 278 Application vites the philosophy and the list in stance to Canadian citizens and permanent results from the coperation and inanceal support of the Medial institute of the Michael institute for the Michael institute for the Michael Institute of the Micha

CHEMISTRY

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has one limited term appointment available in the area of general chemistry. Please see our full-page display ad in this issue.

CHEMISTRY/BIOCHEMISTRY

THE UNIVERSITY OF WINDSOR limits applica-tions for three lenux-track positions in applied bushematry, proteomorbiomorismatics, medical bushematry, proteomorbiomorismatics, medical bushematry and bonaterials. Microwini per

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COMPUTER SCIENCE

COMPUTER SCIENCE

UNIVERSITY OF WATERLOO — Department of Computer Science wides applications for several ending the several post of the Department of London Science and London London Science and London Lon

disabilities

The UNIVERSITY OF WINDSOR invites applications for a number of tenure-track positions in Computer Science Visit our web title for information https://www.vunivdos.craf.cou/uppositions or contact. The Program Chair, Computer Science, University of Windows, Windsor, UN, NSB 387, 145 519-253-2000, Ert 2990, Fax. 519-923-7093; Email: qualabon@windosca; a

COMPUTING SCIENCE

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THE UNIVERSITY OF WINDSOR invites applica-tions for two tenue-track positions in Criminolo-gi/Scorology Wild our web set for information cower workeds or affaculty probability or contact to LP Philips, Department of Scorology and Ar-thopology, University of Windson, Windson, ON 1988 374, Tel. 519 253-3000, Ext. 2190, Fax. 519-971-3221; Email, Igninepiliusendorus.

The Canadian Association of University Teachers Announces the 32nd Annual

J.H. Stewart Reid Memorial Fellowship for 2000–2001 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

- Details:

 One fellowship to the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian University
- Duration of one year

Application Closing Date: April 30, 2000

The Fellowship recipient will be autounced in July 2000. An autouncement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:

- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30.
- 1999 or earlier.

 Candidates must have completed their comprehensive examinations or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2000.

 • A first class academic record in a graduate
- program.

For further information and application forms, write to:

Peggy Richer, Awards Officer, Canadian Association of University Teachers 2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caut.ca or visit our web site at stewartreid.caut.ca.

CAUT 🗰

Communication de l'Association canadienne des professeures et professeurs d'université

La 32^e bourse annuelle J.H. Stewart Reid pour études doctorales 2000-2001

La bonrse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne

Date limite des demandes :

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2000. Il sera aussi annoncé dans un numéro de l'automne du Balletin de l'ACPPU.

Conditions:

- Étre inscrit dans un programme de doctorat dans une université emadienne.
- · Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 1999 on avant.
- · Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son project de doctorat approuvé avant le 30 avril 2000.
- Avoir des notes scolaires excellentes dans un programme de 2° ou 3° cycle.

mements et formulaires de demande.

Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K28 8K2, richer@cant.ca au visiter note site : stewartreid.cant.ca.



Concordia University's Faculty of Arts and Science Getting Ready for the 21st Century

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks. We are looking for more than 50 assistant professors and lecturers to join our dynamic Faculty for limited-term appointments for the 2000/01 academic year.

APPLIEO HUMAN SCIENCES

SCIENCES
Our Department of
Applied Human Sciences
invites applications for up
to two limited-term
appointments. The ideal
candidates will teach in at
least two of the following
areas; program olanning areas: program planning; development and evaluation: human systems inter vention; quantizative and/or qualitative research meth-ods; leadership effectiveness; and group process theory and skills. Candidates must have a PhD in a relevant social science discipline. Social vience six desir-able. This new multi-disci-plinary department includes a graduate program in Human Systems Intervention and under-Sciences, Therapeutic Recreation, Family Life Education and Community

Dr. D. Markiewicz, Acting Chair, Department of Applied Human Sciences markie@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications fot up to two limited-term appointments. One posi-tion is needed to teach introductory and advanced courses in organismal blod-ogy, ecology and biostatis-tics. The ideal candidate must have a PhD in a rele-vant area. Research experi-ence is an asset. The second position, at the rank of Lecturer, is needed to teach general and human biology at the introductory level. The ideal candidate should have a graduate degree in introductory and advanced ve a graduate degree in have a graduate degree in Biology. Applicants for both positions should have expertise in the relevant areas of biology as well as an ability to teach at the an ability to teach at the university level. Dr. Daphne Fairbaien, Chair, Department of Biolagy fairbm@www2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites appli-cations for one limited-term appointment to teach general chemistry and/or highet level courses in their primary area of expertise. The ideal candidate should have a PhD and a strong commitment to undergrad-uate education. The indi-vidual will be expected to participate in undergradu-ate laboratory supervision and may also be called upon to take pare in our upon to take part in cur-riculum development. Dr. J.A. Capobianco, Chair, Department Dr. J.A. Caponianco, Chair, Department of Chemistry and Biochemistry capo@vax2.concordia.ca

COMMUNICATION

STUDIES Our Department of Communication Studies invites applications for up to two limited-term appointments to teach in one or more of the followone of more of the follow-ing areas: Media Production (Television, Film or Sound); News and Documentary Media; and Visual Media Studies. The ideal candidates must hold a PhD in Communication Studies or a terminal degree in a cognate field. Related teaching experience is essential. Principal responsi-bilities will include teaching at the BA, Graduate at the BA, Graduate
Diploma and MA levels.
Dr. Marsin Allor,
Chair, Department of
Communication Studies
allor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applica-tions for up to four limited term appointments to teach at the undergraduate level in several of the following areas: Principles, Statisties. Micro- and Macro-econnomies, International, Mathematical Economies, Development,
Environment and Natural
Resources. Candidates mus
possess a completed or
near-completed PhD. Dr. Ian Irvine, Chair, Department of Economics irvinei@vax2.concordia.ca

EDUCATION

Our Department of Education invites applica-tions for up to three limtions for up to three limited-term appointments to teach in one of the following three areas: Information Studies (including courses in information manage-ment and information policy); Educational Studies Early Childhood and Elementary Education (including courses in the philosophy, history and politics of education, and the foundations of eatly hildhood education). Adult Education (including courses dealing with the concepts and principles of eoncepts and principles of adult education and the competencies of adult learners.) For the position in Information Studies, candidates must have a completed or neat-com-pleted PhD. A minimum of a Master's degree is needed for the other two positions:
Dr. Ailie Cleghoen,
Acting Chair, Department
of Education
ailie@vax2.concordia.ca

Our Department of English invites applications for up to four limited-term appointments, one each in appointments, one of the areas of English

Renaissance Literature, Ametican Literature, Composition and Creative Writing. For the Literature positions, the ideal candi-dates must have expertise in the tespective areas, a com-pleted or very-near com-pleted PhD, and prior treaching experience. teaching experience Candidates for the Composition position should also have adminisshould also have administrative experience.

Candidates for the Creative Writing positious should be accomplished writers of prose fiction or poetry, with at least one published book, and possessing successful teaching experience in Creative Writing at the university level. Candidates should have an MA in Literature or an MFA in Creative Writing, and bould be prepared to teach should be prepared to teach writing workshops at the graduate and undergraduate levels, and to supervise graduate Creative Writing

Prof. Terence Byenes, Chair, Department of English byrnes@alcor.concordia.sa

ETUOES
FRANÇAISES
Le Département d'Études
Françaises solliete des candidatures à trois postes
éventuels, à duté déterminée. Les qualifications
recherchées, selon le poste,
un diplôme de deuxième
ou de troisième cycle, une
expérience diversifiée de
l'enseignement, une actil'enseignement, une apti-tude au travail d'équipe et milieu. Les candidat(e) milieu. Les candidat(e) retenu(e)s auront la tâche d'enseignet des cours dans les programmes de premier cycle, de travillet en équipe et de participet, de fisco ponculel, a l'administration des programms. Deux postes au tang chargé d'enseignement ou de professeur adjoint en enseignement de français langue ment de français langue seconde ayant un intérêt pour les multimédia. Un poste au rang de professeur poste au rangue protection, spé-adjoint en traduction, spé-cialiste de terminologie et cialiste de terminologie et pouvant enseigner la tra-duction générale. Madame Lucie Lequin, Directrice du département d'Études françaises lequin@vax2.concordia.ca

SCIENCE
Our Department of
Exercise Science invites
applications for up to two
limited-term appointments
in the following areas: (1)
Lifestyle Behaviout and
Social Psychological Issues
of Health and Physical
Activities (2) Issues in Activity; (2) Issues in Personal and Community Health and Fundamentals of Health and Physical Activity. The ideal candidates must have a relevant degree (preferably a PhD), as well as teaching experience at the university level. Dr. Robert D. Kilgour, Chair, Department of Exercise Science kilgour@vax2.concordia.ca

GEOGRAPHY Out Department of Geography invites applica tions for up to three limsions for up to three limited-term appointments.
One position is in Urban Studies; applicants should be prepared to teach laboratory courses in urban design as well as other courses in Urban Studies. Can didates must have a Master's degree thinber and should here must have a Masters degree of highet and should have relevant professional experience. The other two positions are in the areas of Physical Geography and Human Geography.

Candidates will be expected to teach a variery of courses, including large introductory classes. Applicants should have a PhD. Dr. David Frost Acting Chair, Department of Geography dfrost@vax2.concordia.ca

JOURNALISM Our Journalism
Department invites applications for up to three limited-term appointments.
The ideal candidates should
have an MA or equivalent
experience in Journalism or
a related field and should be prepared to teach in one of the three following areas: Computer-Assisted Journalism (including Journalism (including courses in Deak Top Publishing, Web site design and Electronic Magazine Publishing); Print Journalism (including courses in Print Reporting Methods, Feature Writing, Methods, reactive whiting, Copy Editing and Magazine Writing); and Broadcast Journalism (including courses in Radio News, Television News, Ethies and Broadcast Public Ethies and Broadcast Public Affairs). Prof. Ross Perigoe, Acting Chair, Department of Journalism perigoe@vax2.concordia.co

LIBERAL ARTS Our Liberal Arts College invites applications for up to two limited-term appointments to teach sem-inars in Western Civilization and Culture in the College's multi-discipli-nary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be competent to teach in the areas of history, philosophy, literature, religion, and political theory; science would be an additional strength. Candidates should have a completed or veryneat-completed PhD.

Dr. Geoffrey C. Fidler, Principal, Liberal Arts College efidler@ww2.concordia.ca

MATHEMATICS ANO STATISTICS

Our Department of Mathematies and Statisties invites applications for up to four limited-term appointments to teach at the undergraduate and graduate levels. Two posi-tions are in the area of Applied Mathematies (with concentration in numerical analysis and optimiza-tion), one is in the area of Probability and Staristies, and one is in the area of and one is in the area of Pure Mathematics (with a concentration in analysis). The ideal candidates must have a PhD and a proven record of excellence in teaching and research.

Dr. J. Hillel, Chair, Department of Mathematics and Statistics jhillel@vax2.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applica-tions for one limited-term in the area of philosophy of nund or in the recent philosophy of language. The individual may also be asked to teach additional courses in logic, epistemology and the philosophy of science. Candidates must have a PhD.

Dr. V. Zeman,
Acting Chair, Department of Philosophy of Philosophy of Philosophy of Philosophy of Philosophy of Philosophy armylad@yasz2.concordia.aa

SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to Political Theory and Introduction to Canadian Government and Polities Mote seniot undergraduate courses which might be available include Chinese and Japanese Polities, American Foreign Policy and Global Governance. Candidates will be expecte to have a completed PhD; teaching and research expetience would be an asset. Dr. Reeta C. Tremblay. Chair, Department of Political Science rectact@vax2.concordia.co

PSYCHOLOGY

Our Department of Psychology invites applications for up to six limitedterm appointments. The ideal candidates should possess a PhD or equivalent and must be prepated to teach undergraduate the following areas: intro-ductory psychology, social psychology, personaliry, developmental psychology leatning, motivation and statisties.

Dr. June Chaikelson Chair, Department of Psychology draikel@woe2.concordia.ca

RELIGION

Our Department of Religion invites applica-tions for up to two limited-term appointments. The first position is in the area of Judaic Studies. The ideal candidate should hold a PhD in Judaic Studies or Religion as well as expertis in the history of Judaism, with the appropriate lan-guage skills. Prior teaching expetience is required. The ability to teach in the area ability to teach in the area of Christianity or other telisions, and familiarity with the comparative study of religions, will be considered assets. (This appointment is available for the period August 15, 2000 to May 31, 2002.) The second position is in the area of Hinda Studies. The ideal candidate should have expertise in both the reliexpertise in both the reli-gious and philosophical aspects of the Hindu tradiaspects of the Findu tradi-tion, and familiarity with Hinduism throughout the whole range of its historical development. Knowledge of the texts and relevant of the texts and relevant language proficency are required. The candidate should have a PhD, as well as experience and skill in teaching.

Dr. Lelie Orr, Chair, Department of Religion orr@vax2.concordia.ca

SPANISH

Our Department of Classies, Modern Languages and Linguisties invites applications for up to three limited-term to three limited-term appointments in Spanish, at the rank of Lecturer. The ideal candidates must possess an Ma in Hispanic Studies or a related discipline, and native or near-native fluency in Spanish and English, as well as excellence in teaching at the university level. Teaching responsibilities may include the Spanish laneuage (includine) language (including advanced and specialized advanced and specialized courses) and general Peninsular and Spanish-American literature and civilization courses. Dr. Catherine Vallejo Chain, Department of Classics, Modeen Languages and Linguistics vallejo@alcor.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites appli-

cations for up to four limited-term appointments. We are particularly inter ested in candidates with strengths in one or more of the following areas: con-temporary theory; social inclusion/exclusion; subjecinclusion/exclusion; subjec-tivity and socialization; cul-ture and representation; and social movements. The ideal candidates should have a PhD; a working knowledge of French is an

asset.
Dr. Anthony Synnott,
Chair, Department of
Sociology and
Anthropology
synnott@vax2.concordia.ca

TESL CENTRE

TESL CENTRE
Out Centre for Teaching
of English as a Second
Language (TESL) invites
applications for one limited-term appointment, at
the rank of lecturer, in
TESL/applied linguisties.
The ideal candidate must have recent experience in studenr-teacher supervision and ESL teaching methods, as well as training and/or professional experience in at least two of the following areas: language assessment; bilingualism and sociolin-guisties; and English gram-mat and phonology. We are seeking someone with a strong ESL/TESL back-ground relevant to all aspects of the initial training of teachers ptimatily for the Quebec school system. Candidates must have a rel-Candidates must have a relevant master's degree, as well as an excellent command of English and proficiency in French.

Dr. Palmer Acheson,
Directon, Centre for Teaching of English as a Second Language acheson@vax2.concordia.ca

THEOLOGICAL

STUDIES Our Department of Theological Studies invites applications for up to two nited-term appointments. The first position is to direct our Certificate in Pastoral Categiving program, which combines
Foundational Theology and
Pastoral Ministry. The successful candidate must have
a PhD and a strong teaching record in foundational courses in theology. The second position is in Ethies and involves teaching at the undergraduate and gradu-ate levels as well as leading a graduate seminar in theoa graduate seminar in theo-logical methods with a background in Lonergan Studies. The successful can-didate must have a PhD. Dr. Pamela Bright, Chair, Department of Theological Studies brightp@alcor.concordia.ca

The above positions are all limited-term appointments. Hiring is subject to budgetary approval. These positions are not mally at the rank of Assistant Professor, unless otherwise specified. These are nine-and-a-half month appointments, beginning August 15, 2000 and ending May 31, 2001. Candidates will be expected to reach three counter per semester. Applications should consist of a letter of intent, a cutriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Plaus forward all application to the Department contact listed above by March 15, 2000, In accordance with immegation requirement, priority will be given to Condian citezon and permateris trained in Canada. However, all applications are well-come to apply Conordia University is commisted to Employment Equity and encourage applications from women, hading bepoles, without minorities and disabled persons. Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Atts and Science. Telephone: (514) 888-2081, e-mail: mitigate²⁰vas-20cnocordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8 Internet: artsandscience.concordia.ca



www.concordia.ca



EARLY MODERN STUDIES

EARLY MODERN STUDIES

THE UNIVERSITY OF KING'S COLLEGE motions policiations for a former track appointment in Early Modern Studies at the rank of Assistant Projector Commencing July 1, 2000. The University of King's College is a small blessel arts university on the campus of Dahouse Leversity with which it campus of Dahouse Leversity with which it candidate will have a Ph.D. (or be most completion) and storing teaching and exearch interests in the Early Modern Period (up to the non-teach new york period light settly of Secretary of the College and Dahouse University by Secretary of the College and Dahouse University of King's grammer offered jointly bythe University of King's part of Jahouse Workshop a curefulum when the electric soft palentees and a writing sample should be the study of Early Modern European culture. Applications, including as curefulum with, thee letters of Leiennee and a writing sample should be sent to the Richards of Secretary 15, 2000. In accordance with missing the College and Dahouse recommending unique of Consideration will be given to Canadian citizers and periment ericletion. The Christopia of King's College is an equal opportunity englisher.

EARTH SCIENCES

MEMDRIAL UNIVERSITY OF NEWFOUNDLAND
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EAST ASIAN HISTORY

EAST ASIAN HISTORY

SIMI MARY'S UNIVERSITY — The Operatment of History at Saint Mary's University minet application for a Saint Mary's University minet application for a tenue track entry level appointment in East Main History with a teseach specialty in Saily Modern/Modern Chinese or Japanier History (with a See estimate for course and to the multilisticy) may also Studies to projamine; a Jangapage Schilly in Chinese oil Japanier is no asset. The position will begin on 1 September 2000, and subject to fail subject of fails utilized to the second state of the second sec

ECONOMICS

CDNCORDIA UNIVERSITY — Faculty of Arts and Science, has up to four limited-term appointments available in the following arest Printingles, Statistics, Micro- and Machine - exonomics, the tenational; Mathematical Economics, Development; Environment; and Natural Resources. Please see our full-page display ad in this issue.

FDUCATION

SIMON FRASER UNIVERSITY — The Faculty of Education. Serion Frame University, it seeking pagination for a insure taxic position in Educational Leadership. Candidates should be able to play a significant one in educational leadership programs at the Maxters and Doctoral leadership programs at the Maxters and Doctoral leadership was experience in public school administration and policy development; and have expertise in at least some of the following area. It was wall education a decount of educational experience, and the control of the contro

will comally be at the unit of Assistant Porfessorad will begin September 1, 2000 Apphiations and will begin September 1, 2000 Apphiations will be received until March 15, 2000 and short-listing will begin immediately the earlier Candisters must posite and doctoral degree and stong potential los scholarly work. Experience in an order and state of the scholarly work Experience in an order and scholarly work Experience in an order and scholarly school of the scholarly work experience in order and scholarly positions. Applicants should forwards letter oil application characteristic and scholarly positions to the Should part of the positional contributions to the Should part of the positional contributions to the Should part of t ca. Please on two releases with Canadian Immigra-tion requirements, this describement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employ-ment opportunities to qualified applicants. The ap-minimum tis subject to budgetary approval.

promoting the subject to budgetary approval.

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to the fimited term appointments available, one each in the areas of home to the control studies and Adult Education. Please see our full-page display ad in this items.

Jomation Studies, Educational Studies and Adult Education. Places see on follapse dipplies of in Studies. Places see on follapse dipplies of St. FRANCIS KAVIER UNIVERSITY — The De-partment of Education at St. Franci Xwest University involtes applications for two tenues team positions in Educational Administration, and the other on Elementary Education. The ap-pointments are subject to budgetry application and the other on Elementary Education. The ap-pointments are subject to budgetry application and the other on Elementary Education. The ap-pointments are subject to budgetry application and the other on Elementary Education. The ap-pointments are subject to budgetry application. The successful candidates with American characteristics. The successful candidates are subject to the subject of the application of classification of the support of the application classification of the support of successful applicants will be expected to: 10 cars delivery and administration and residency and subpresses students trachers in the Ed. Fro-and suppresses students support and press are supported to the support of the supported to the supported to the supported trachers and supported to the supported trachers and suppor

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ELECTRONICS

ELECTRONICS

CANLETON UNIVERSITY — Department of Electronics. Applications are invited for a department of Electronics. Applications are invited for a service of the electronic and an electronic and electronic to commence high electronic technics to commence high 2, 2000. This position is subject to bud gatary approval. Candidates should be ready to tasked in the programs offered in the department and have demonstrated research shall high in the field of aptor-lectronic technology for teleconstruction of the electronic technology for the electronic technology for the electronic teleconstruction of the electronic teleconstruction of the electronic teleconstruction of the electronic teleconstruction and sensor under padiate levels. Candidates must held a doctoral degree. Membership or eligibility los memberships in describe but not essential. The Department of a Canadian proteisonal engineering association is describe but not essential. The Department of a Canadian proteisonal engineering association is described but not essential. The Department of a canadian proteisonal engineering sociation of the eligibility of the electronic electro



Simon Fraser University invites nominations and applications for the position of Provost & Vice-President (Academic)

Reporting to the President, the Provost & Vice-President (Academic) is the chief academic officer of the University and has overall responsibility for all academic programs and the resources used in their delivery. The Vice-President, Academic is the senior Vice-President and functions as Acting President in the absence of the President. The other Vice-Presidents are responsible for Finance and Administration, Research, and University Advancement. The Deans of Applied Sciences, Arts, Business Administration, Education, Science, Graduate Studies, Continuing Studies, and Student Services, as well as the Associate Vice-President (Academic), and Directors of a number of academic support units, report directly to the Vice-President (Academic).

The successful candidate for this position will be a decisive and enabling person with integrity and an outstanding record of academic leadership, demonstrated excellence in research and teaching and superior communication and interpersonal skills. The environment for collegial leadership in this position is among the most positive in

With its distinctive campuses on Burnaby Mountain and Harbour Cenfre in downtown Vincouver, the University counts some 15,500 full-time equivalent students in degree programs at the undergraduate and graduate levels, and employs 700 faculty and 2,000 administrative, technical, professional, teaching and other support staff. The operating budget is \$175 million and the annual value of research grants and contracts is \$25 million. Widely regarded as one of Canada's best and most innovative universities, Simon Fraser is committed to excel-lence in research, teaching and community outreach, and recruits outstanding faculty, staff and students to fulfill that commitment.

It is expected that the appointment will commence on September 1,

Nominations and applications, including a curriculum vitae, and the names of at least three referees, should be submitted in confidence to:

Dr. Jack P. Blaney President and Chair, Search Committee for Provost & Vice-President (Academic) Simon Fraser University, Burnaby, BC V5A 1S6

The Search Committee lins engaged the services of Ray & Berndtson/ Tanton Mitchell to resist in this search. To explore this leadership op-portunity, please contact Kyle Mitchell or Wendy Carter at #710–1050 West Pender Street, Vancouver, BC, V6E 387, Fax: 604-684-7988, E-mail vancouver@raybern.ca, Tel: f04-685-0261.

In accordance with Canadian immigration requirements, this adver-tisement is directed to Canadian citizens and permanent residents of Canada. Simon Frieer University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities

Lakehead

Lakehead University, located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, Lakeneau University, tocated at the head of the Great Lakes in Thunder Bay, Ontain, Carada, offers a comprehensive attay of arts, sectione and professional programs to approximately 7,000 students. A significant mandate of the University is to serve the vast tegton of Northwestern Ontain and the Aboriginal community through on-cumpus and community based programing, part-time studies and distance education. Lakehead is a rational and international institution and a majouty of its students come from outside the region. The University has 260 factility engaged in peopling and in historic and position for the Comprehensive and a tenth of Comprehensive and the Comprehensive Comprehens that and a hightry of its stocker form outside the region. The curvestry has not re-tifly engaged in teaching and in basic and applied research, and a staff of 360. A recently devel-oped strategic plan positions Lakehead for future growth and development. For more informa-tion on Lakehead University, please visit out web site at www.lakeheadu.ca.

Lakehead University seeks to fill the following appointments for July 1, 2000. Salary will be commensurate with experience and ability, and is negotiable. Deadline for receipt of applications is March 17, 2000.

VICE-PRESIDENT ADMINISTRATION

The Vice-President Administration has ultimate responsibility for the oversight of Physical Plant, Security, Human Resources, Residences, Food Services, as well as a number of other administrative areas, and serves as the Chief Financial Officer of the University and Services as the Chief Financial Officer of the University to driven by the objectives in its cuttern Strategic Plan and has a communent to provide a high quality, student-centred learning environment. Actions of the incumbent are expected to help fulfill the mandate of the Plan.

Experience in an academic environment is prefetted, as is a graduate degree in an appropriate discipline. Evidence of the ability to develop budgets, maintain fiscal accountability and provide effective leadership in administrative areas is essential. Good interpersonal skills are

Please submit your tesume, in confidence, 10: Dr. John Whitfield, Chair, Search Committee for Vice-President Administration, Lakehead University, Thunder Bay, Ontario P7B 5E1; e-mail: john.whitfield@lakeheadu.ea; Fax: 807-343-8075.

VICE-PROVOST (STUDENT AFFAIRS)

The Vice-Provost (Student Affairs) reports to the Provost/Vice-President (Academie) and acts The Vice-Provost (Student Alfairs) tepotts to the Provost/vice-President (Academic) and acts on behalf of the Provost when the Provost is absent. The Vice-President functions as the senior administrator tesponsible for financial aid, academic advising, learning assistance, counseling services, health services, the chaplaincy, admissions, recruitment, international activities, and graduate studies. The Vice-Provost must be a strong academic leader with a focus on student learning and student success at both the undergraduate and graduate levels. An understanding of eniolmen management issues is critical. The successful candidate must be able to work col-laboratively with faculty, staff and students. An eatned doctorate and university experience is required; teaching experience at the university level is preferred.

Please send your testime, in confidence, to: Dr. Mary Lonise Hill, Chair, Search Committee for Vice-Provost (Student Affairs), Lakehead University, Thunder Bay, Ontario P7B 5£1; e-mail: matylouise.hill@lakeheadn.ca; Fax: 807-343-8075.

DIRECTOR OF DEVELOPMENT

Reporting to the Vice-President (Research & Development), the Director of Development build and manage the development office and advancement services. Consistent with Lake-head's Strategic Plan, the incumbent will give vision and direction in planning, will implement need's Strategic train, the incument will give vision and unection in planning, was imprecised and evaluate fund-taining programs, will provide advice on advancement policies and will coordinate insututional fund-taising finutatives. The Director of Development will possess a university degree, have superior organizational and communication skills, have a track record of successful fund-taising achievements and administrative leadership and have the ability to be an effective representative of the University.

Please send yout tesnme, in confidence, 10: Dr. John Whitfield, Chair, Search Committee for Director of Development, Lakehead University, Thunder Bay, Ontario P7B 5E1; e-mail: john.whitfield@lakeheadu.ca; Fax: 807-343-8075.

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian nitrous and permanent residents. Lakehead University is committed to employment equity, welcomes diver-sity in the workplace and encourages applications from all qualified applicants, including conven, visible unnorines. Adorginal Peoples, and persons with disabilities.

Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Genatric Care Fully Affiliated with the University of Toronto

Neuropsychological Rehabilitation Research Scientist

The Kunin-Lunenfeld Applied Research Unit of Baycrest Centre invites applications for a research position in neuropsychological rehabilitation.

The KLARU of Bayerest Centre is the clinical arm of its Research division. The mission of the KLARU is to improve clinical care by conducting research which evaluates clinical practice, integrates advances in basic sciences with current clinical practice, and determines the prevalence of disorders in the community and at Bayerest. Research initiatives and programs are designed to enhance the quality of care and life of the elder-ly. Such research functions at the interface between basic and applied science and involves both the evaluations of the validly of current treatment programs and the development of new management and treatment programs.

The successful candidate will possess a Ph.D. be eligible for cross-appointment at the University of Toronto at the Assistant or Associate Professor level and have expercise in cognitive neuropsychological rehabilitation research (particularly memory & attentional disorders), neuropsychology, cognitive psychology, neurorehabilitation; clinical registration or potential; success in external grant funding and peer-reviewed publications. Research focuses on elderly patients with stroke, demenua, and TBI.

Bayerest Centre and the University of Toronto encourage applications from qualified individuals, members of visible minorities, abortginal peoples and persons with disabilities. In accordance with Canadian immigra-tion requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V. relevant reprints and the names of three potential references, by April 30, 2000 or: Dr. David L. Streiner, Assistant Vice-President, Research, Director, Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Gerlartic Care, 3508 Bathurst Street, Tornto, Ontario, Canada M6A 2EI; FAX: (416) 785-4230; Email: dstreiner@roman-baycreston.ca.

and many major museums, Ottawa offers the convenience of lining in a medium-stard dity combined with the cultural activates one would expert in a much large unbanctorite: There are also increasing the properties are also increasing the properties are also increasing the properties are also increasing confidence of the properties of th

da's high technology capital — has allowed the Department to develop stong testant collaboration with Genoum, Metal, Newbordge, Nortel and many other conspales. Their a laboration and the Communications Research Centre Home to the National Aris Centre. When Market Communications Research Centre Home to the National Aris Centre. When Communications Research Centre Home control of the National Aris Centre. When Communications are control of the National Aris Centre. When Communications are desirable and the National Centre Home Control of the National Centre of the Nati

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ing a carriculum vitae, a short statement of teaching and research interests, and the names and additional control of the short of the

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Education Positions

Applications are invited for tenure-track positions at the Assistant Professor level from individuals with expertise in one or more of the following areas:

- Educational Technology
 English as a Second Language
 French Education

• French Education
The Faculty of Education seeks applicants willing to take risks and unafraild to be in a faculty which wishes to lead both in innovation and soundness of program. We have moved from a traditional professional teacher preparation program to one which is practice based, problem oriented, and which aims to integrate theory and practice in the most intimate way. We are preparing a new generation of teachers with ovelcome diversity, work closely with parents, and who see a classroom setting as an opportunity to constantly improve educational practice and heery. Our graduate programs teading to McG, MA, MSC, JhD, and EdD degrees are liestile and highly individualized with thesis work beginning as early as possible. Applicants will assume teaching and supervision responsibilities in both teacher preparation and graduate programs.
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both recairer preparation and prabouse programs.

Preferred qualifications include a rich knowledge of schools, change skills, a completed PhD or equivalent in one of the desired areas, classroom teaching experience, research skills, and a strong ability to work effectively in interdisciplinary teams with colleagues from the university and the local educational community. Rank and salary will be commensurate with qualifications and experience (Assistant Professor minimum currently \$46,000).

Applications must be received by February 18, 2000 with a curriculum vitae, a scholarly paper, and three letters of reference directed to: Dr. Annette LaGrange, Dean, Faculty of Education.

La Faculté de l'éducation invite tous ceux et toutes celfes avant une expertise dans

- finance scolaire.
- technologie scolaire,
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- · enseignement du français,

à poser teur candidature pour des postes de professeur adjoint avec possibilité de permanence,

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La faculté est à la recherche d'individus qui n'ont pas peur de prendre des risques, ni de faire partie d'une faculté désireuse d'être en fil de tête grâce à un programme innovateur et solide. Nous sommes passés d'un programme traditionnel à un programmes ses ure la pratique, la résolution de problèmes et qui intègre la théorie et la pratique de façon intime. Nous préparons une nouvelle genération d'enseignants qui épouseroit la diversité, travailleront de proche avec les parents et qui verront la salle de classe comme un endioit opportun pour améliorer les techniques et les theories de l'enseignement. Nos programmes de deuxième et de troisième cycles menent a l'obtention des grades suivanis; MEd, MA, MSC, PhD et EdD. Ces programmes sont sougles et tes individualisés avec des thèses qui commencent le plus tot possible. Les candidats et les candidates choisiées auront des charges de cours et de supervision pour les programmes de préparation pour l'énseignement et d'études supérieures.

Les exigences des postes incluent une connaissance approfondies des écoles, une aptitude d'adaptation au changement, un PhD ou equivatent dans un des domaines souhaites, de l'experience en resiglenement en salle de classe, la capacit de l'arre de la recherche et de travailler avec une équipe interdisciplinaire composee de collègues de l'universitet et de la communatie socialire losate. Le niveue et le salaire dépendiont des qualifications et de l'expérience (salaire minimum actuel pour un professeur adjoint. 46 000 \$1. Les candidatures devonnel frei déposées avant le 18 février 2000 et doivent de 000 \$1. Les candidatures devonnel frei déposées avant le 18 février 2000 et doivent inclure un curriculum vitae, un article académique et trols lettres de référenc l'attention de la doyenne, Mme Annette LaGrange, Faculté de l'éducation.

Nano-Technology & Micro-Electrical-Mechanical Systems

The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Department of Mechanical and Manufacturing Engineering Invites applications for a tenure-track Assistant/Associate Professor position commencing July 1, 2000. This position is for the general areas of nane-technogles and micro-electrical-innechanical systems (ME MS), with a preferred specialization related to manufacturing. The applicant must have a Ph.D. in Mechanical or Manufacturing. The applicant must have a Ph.D. in Mechanical or Annufacturing. The applicant must have a Ph.D. in Mechanical or Annufacturing. The applicant must have a Ph.D. in Mechanical or Annufacturing. The applicant must have a Ph.D. in machanical order to a provide a property of the provided and some state of the provided and provide

Detailed information on number of faculty, student enrolment, and research programs is available on our Web site at www.enme.ucalgary.ca.

A complete CV with three names of references should be submitted to Dr. R.Gu, Professor and Head, Department of Mechanical and Manufacturing Engineering. The closing date has been extended to February 29, 2000.

Geodesy

The Department of Geomatics Engineering invites applications for the position of Assistant Professor (tenure track) in Geodesy, effective January 1, 2001. Applicants should have a PhD in applied science or engineering.

should have a PhD in applied science or engineering.

Demonstrated expertise in geodesy, specifically in gravity field approximation, is required. Research expertise in one or more of the following areas is desirable: satellite and arborne gravimetry and gradiometry, satellite altimetry orbital modeling, and reference frames and geodynamics. The position is expected to interface with all related disciplines of geomatics engineering. The successful applicant will conduct both teaching and research in geodesy. The applicant is expected to develop a strong research program and should be capable of attracting external funding for these research activities and graduate student support. The selected candidate must also have the capability and the flexibility to teach undergraduate fundamental engineering courses. The successful candidate is expected to register as a Professional Engineer in the Province of Alberta.

This position is none engulate to none-candidate as well as Capadians and

This position is open equally to non-Canadians as well as Canadians and permanent residents of Canada.

Complete information on the position requirements can be found at our Web Site: http://www.ensu.ucalgary.ca

Please direct your applications to the appropriate contact at 2500 University Dr. N.W., Calgary, AB T2N 1N4

For the positions in Education and Nano-technology priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian Immigration requirements.

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

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UNIVERSITY OF REGINA

Faculty Appointment in Software Systems Engineering
The University of Regma is a comprehensive University, which emphasizes excellence in
teaching; research and public service. Experiential learning as well as cross disciplinary
teaching and research are strongly supported. It is situated in beautiful Wascana Park,
one of the largest urban parks in North America. The Faculty of Engineering presently
offers B.Sc. Programs in Electronics, Environmental and Industrial systems engineering
that are fully accredited by the Canadian Engineering Accreditation Board. Specialized
programs in Software and Petroleum Systems Engineering are also offered. It also offers
M.A.Sc. and Ph.D. programs and other interdisciplinary graduate programs. The Faculty
offers Co-operative Education programs and has approximately 700 undergraduate students and 100 graduate students. The Faculty is currently expanding its program in the
area of Software Systems and Petroleum Systems engineering.

The Faculty enjoys close collaborative relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. More information on the Faculty can be found from our website at: www.uregina.ca/engg/.

found from our website at: www.uregina.ca/engg/.

Applications are invited for a tenure track open rank faculty position. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Software Systems Engineering and conduct research in the areas of software systems development and engineering applications. Applicants should have a first degree in electrical/computer engineering and an earned Ph.D. degree in electrical/computer engineering or computer science. Applicants in the areas of Testing and Validation, Requirement Analysis, Internet and Multimedia Computing, Software Process, and Knowledge Engineering are especially encouraged to apply but all areas of Software Engineering will be considered. A strong commitment to teaching and research are required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of Applications will begin on March 15, 2000 an continue until the position is filled. Send application with curriculum vitae, a statement of teaching and research interests including Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan S45 0A2, Canada E-mail: pattoon@uregina.ca. E-mail: paitoon@uregina.ca

The University of Regina is committed to employment equity.

A Skasephis Health Centre

The UNIVERSITY of WESTERN ONTARIO

Family Physician Clinical Teaching

The Departments of Family Medicine of The University of Western Ontatio and St. Joseph's Health Centre invite applications for two full-time Family Physician Charcal Teaching positions.

Join an innovative and exciting Department of Family Medicine demonstrating national leadership in the patient centered clinical method, primary care research and graduate studies opportunities in primary care.

We are looking for enthusiastic, comprehensive practitioners who would serve as clin-ical role models to residents and students and who would contribute to academic devel-opments in teaching and research in Family Medicine.

Each Family Physician will be a clinical team leader in the St. Joseph's Family Medical and Dental Centre.

Each team consists of the Femily Physician faculty member, two Family Medicine Residents, Family Practice Nurse, shared receptionists, and medical students assigned during the year for varying periods. The Centre has a complement of primary health professionals such as dentists, midwives, and a social worker, clinical detician, occupational therapist and public health nurse.

The University and the hospital Departments of Family Medicine are major contribu-tors to an integrated health care system for the city and contribute to outreach educa-tional and research programs throughout Southwestern Ontario. St. Josephis Health Centre is a major patient care, teaching and research centre moving towards a world class ambulatory care centre with an emphasis on low risk obsetrics, mental health and care of the elderly.

London is a city of over 300,000 people, located in southwestern Ontario and is home to many large industries, a university, various colleges, as well as world-class medical establishments. Parkland, recreational facilities, quality education, varied employment opportunities and affordable real estate all combine to make London an attractive family community. The city is served by two major service, research and teaching hospitals, both affilirated with the University of Western Ontario and Fanshawe College.

Successful applicants will be registered (or eligible) to practice in Ontario and hold Certification of the College of Family Physicians of Canada. Practice experience is preferred and demonstrated interest in teaching essential. The successful applicant is expected to undertake a full spectrum, comprehensive family practice including intrapartum obstetrics, care of the elderly and palliative care.

Rank, term of appointment and salary will be commensurate with qualifications and

Positions are subject to hudget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The positions are available July 1, 2000. Qualified applicants should forward a detailed curriculum vitae by April 3, 2000 to Dr. Tom Freeman, Interim Chair, Department of Family Medicine, Room K101, Kreage Building, The University of Western Ontario, London, Ontario, N6A 5C1.

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Stay in touch with the academic community.





UNIVERSITY OF SASKATCHEWAN . INITIATIVE IN BIOTECHNOLOGY

The University of Saskatchewan has established several new faculty positions related to its biotechnology initiative. The positions are in the Departments of Marketing and Management, Sociology, Anatomy and Cell Biology, and Biochemistry

The objective of the University of Saskatchewan biotechnology initiative is to coordinate, strengthen and encourage collaboration between life sciences, social sciences, bumanities, and management and marketing disciplines involved in biotechnology. Applications are invited for the following academic positious. Successful candidates will work both within their respective departments and the broader cross-campus interdisciplinary program.

Saskatchewan is recognized as a world-class centre of innovation in biotechnology. The Saskatoon biotechnology complex includes the University of Saskatchewan and federal and provincial government institutes including the Plant Biotechnology Institute, the Agriculture and Agri-Food Canada Research Centre, the Saskatchewan Research Council, the Veterinary infectious Disease Organization, the POS Pilot Plant, Royal University Hospital, the Saskatoon

Cancer Centre, the Neuropsychiatric Research Unit, the Centre for Agricultural Medicine and over 30 Canadian and international biotechnology companies located in Innovation Place on the University campus. Public outreach programs have always been a part of the University of Saskatchewan mandate; the Extensions Division has a longstanding presence in Saskatchewan urban and rural communities. The Saskatchewan academic community is highly respected and opportunities for collaboration are excellent.

DEPARTMENT OF ANATOMY AND CELL BIOLOGY

Invites applications for a tenure-track appointment at the rank of Assistant Professor. Areas of departmental research include cell and molecular biology, developmental biology and neurobiology.

Applicants must have postdoctoral training and a strong research program involving the application of molecular biology/ biotechnology in one of these areas. The appointee will assist in the teaching of introductory and advanced cell biology and participate in a course in biotechnology for non-science students; previous teaching experience in these areas would be an asset. An application, including curriculum vitae, names of three referees, and a statement of previous teaching experience and research interest should be submitted to:

Dr. G.D. Burkholder Department of Anatomy and Cell Biology College of Medicine University of Saskatchewan 107 Wiggins Road Saskatoon, SK S7N 5E5 Canada. Phone (306) 966-4075 Fax (306) 966-4298 E-mail: gary.burkholder@usask.ca

DEPARTMENT OF BIOCHEMISTRY

Invites applications for a tenure-track appointment at the level of Assistant or Associate professor in the Department of Biochemistry, College of Medicine. Applicants should have a Ph.D. with a strong research interest in aspects of plant biochemistry and plant biotechnology. In particular, due to the location of the Canadian Light Source at the University of Saskatchewan, expertise in structural biology, protein engineering or proteomics would be an asset. Duties will include participation in both the biochemistry and biotechnology programs and teaching at the undergraduate and graduate levels of biochemistry. The successful applicant is expected to have a strong research program and to obtain research funding from national granting agencies.

For more information contact: Dr. L. T. J. Delbaere Head, Department of Biochemistry College of Medicine University of Saskatchewan 107 Wiggins Road Saskatoon, SK S7N 5E5 Canada. Phone (306) 966-4360 Fax (306) 966-4390 E-mail: louis.delbaere@usask.ca

DEPARTMENT OF

BIOCHEMISTRY

Invites applications for a tenure-track Assistant Professor. The Department of Biochemistry is located in the College of Medicine, but has additional teaching responsibilities in other health sciences, the life sciences and in agriculture. Applicants must have a Ph.D. in plant biochemistry or a related field. The successful candidate should have a strong research potential. Experience in plant biotechnology and related areas is highly desirable. Duties will include research and teaching of biochemisty at undergraduate and graduate levels. For more information contact: Dr. L. T. J. Delbaere

Head, Department of Biochemistry College of Medicine University of Saskatchewan 107 Wiggins Road Saskatoon, SK S7N 5E5 Canada. Phone (306) 9066-4360 Fax (306) 966-4390 Email: louis.delbaere@usask.ca

DEPARTMENT OF MANAGEMENT AND MARKETING

Invites applications for a tenure-track or Associate Professor of Management to teach and undertake research related to the Development and Management of Biotechnology Firms. Ph.D. required in a related field, e.g. Ph.D. required in a related Business Strategy, Entrepreneurship in the Technology Sector, New Product Development, Medical or Agricultural Industry Management, etc. Industry experience in the area of product commercialization and/or experience of legal and regula-tory processes related to the Biotechnology Industry would be an asset. For a senior appointment, a strong record of teaching and research would be required. For more information contact: Prof. Colin Boyd Head, Department of Management and Marketing, College of Commerce University of Saskatchewan 25 Campus Drive Saskatoon, Sask., Canada S7N 5A7 Phone (306) 966-8436 Fax (306) 966-8709 E-mail: bovd@usask.ca

DEPARTMENT OF SOCIOLOGY

Invites applications for a full-time, tenuretrack position at the rank of Assistant Professor in the Department of Sociology. We are looking for a person with specializations in the areas of the Sociology of Agriculture; Science, Technology and Social Change; and the Sociology of the Environment or closely related areas with an active, productive research program and the ability to teach courses within, and related to, our new Sociology of Biotechnology program. The successful candidate is expected to develop working relations with colleagues in Sociology and other biotechnology programs.

A completed doctoral degree in Sociology is required. A demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record are required.

Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to the following address. Applicants should also arrange for three reference letters to be sent to the same address or FAX number.

For more information contact: Dr. H. Dickinson Acting Head, Department of Sociology College of Arts and Science University of Saskatchewan 9 Campus Drive Saskatoon, SK S7N 5A5 Canada. Phone (306) 966-6930 Fax (306) 966-6950 E-mail: dickinson@sask.usask.ca

Applicants should submit a curriculum vitae, copies of representative publications where appropriate, a description of current interest, and the names and addresses of three references. Applications and nominations should be directed to the Head of the appropriate department.

The closing date for applications is April 1, 2000, and the anticipated starting date is July 1, 2000. These positions have been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

The University of Saskatchewan belongs to the people of Saskatchewan. As an academic community, our mission is to achieve excellence in the scholarly activities of teaching, discovering, preserving, and applying knowledge

ENVIRONMENTALLY SUSTAINABLE AGRICULTURE

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CONCORDIA UNIVERSITY — Faculty of Arts and Science, has two limited-term appointments available: One in the area of Lifestyle Behanour and Social Psychological Issues of Health and Physical Activity, the other in the area of Personal and Community Health and the Fundamentals of Physical Activity Please see our full-page display ad in

FILM & VIDEO

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FINANCE & ADMINISTRATION

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DIRECTOR, INSTITUTE OF HEALTH PROMOTION RESEARCH

The University of Brilish Columbia invites applications for the position of Director, institute of Health Promotion Research, effective July 1, 2000. Applicants must have a Ph.D. or equivalent, an excellent research and teaching record in health promotion, and administrative experience. Previous involvement in multidisciplinary team research is essential. In addition to teaching and research, the Director will lead the institute to foster collaborative research and to attract stable funding. This is a tenured position and appointment will most likely be made at the rank of Full Professor.

The Institute of Health Promotion Research is a multidisciplinary and multisectoral unit within the Faculty of Graduale Studies. As well as the Director, there are numerous graduate students and post doctoral fellows, whose primary work is being done through the Institute, and over 100 faculty associates from various Faculties and from the non-University community. The Institute's mandate is to conduct research and, eventually, education related to the improvement of health and the quality of life. The Director of the Institute reports to the Dean of the Faculty of Graduate Studies and may have a cross appointment with another related faculty. More information about the Institute for Health Promotion Research can be found on the web at wave throughcast. the web at www.lhpr.ube.ca.

Letters of application or nomination, including the names of three referees (who will not be paperached without prior agreement inclinating the names of unter-referees winn own into be approached without prior agreement of the candidate and a current curriculum witze, should be sent to the Dean, Faculty of Graduate Studies, University of British Columbia, Rm 180, 6371 Crescent Road, Vancouver, B.C. VET 122, ax 604,822,9202, Closing date for applications is March 15, 2000. although the position will remain open until a suitable candidate is found.

In accordance with Canadian inmigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

CHAIR, Department of Computing & Information Science

or the position of Chair of the Department of Computing and Applications and nominations are invited for the position of Chair of the Department of Computing and Information Science, College of Physical and Engineering Science. This rapidly growing department is committed to providing a superior learning experience for its students at both the undergraduate and graduate level. This is in addition to having a PhD in Computer Science or a closely related discipline, candidates must have a proven track record in teaching and tessarch and a demonstrable aputude for administration. The department has an "applied" orientation with faculty research interests ranging over a spectrum of activities including embedded systems, image processing, geomatics, environments, artificial neural networks and genetic algorithms. It is currently focusing on building strength in bioinformatics and other facets of biocomputing both internally and in collaboration with several other research intensive units across campus. The department currently has 18 tenured and tenuer-track faculty positions, in addition to 8 permanent teaching and support staff positions, and approximately 400 undergraduate and 25 graduate students. It offers BA, BSC, and MSC degrees and is awaiting approval of a PhD program by the Omano Council of Graduate Studies. Graduate Studies

At the University of Guelph, Chairs of Departments play a vital academic leadership and administrative role in the operation of the University Thus, in addition to fostering and maintaining an ambience in the department in which education, scholarship and service can flourish, a Chair has the responsibility to advocate, promote and articulate the Department's interests in all aspects of University affairs, but must also be committed to, and supportive of, the broader increasts of the University

Ranked recently by Maclean's as the foremost Canadian university in the comprehensive group, the University of Guelph is located on an attractive, spacious campus within a thriving community of about 100,000 residents and is only an hour's drive from Toronto

Salary and rank will depend on qualifications and experience. Applications should be accompanied by a detailed curriculum vitae and the names of three, or more, referees. Letters of nomination should include biographical details of the nominee. Applications and nominations should be received by March 31, 2000 at the following address Dr. Robert McCrindle, Dean. College of Physical and Engineering Science, University of Guelph, Guelph, Ontario NIG 2W1, Canada.

The University of Guelph is committed to an the University of Gotepin is committee to an europlyment equity program that includes special measures to achieve diversity among its facility and staff. We therefore particularly encourage applications from qualified aborignal Canadians, persons with disabilities, members of visible minorities and women.

JNIVERSITY

GUELPH



BRANDON UNIVERSITY

Contact:
Dr. C. Dennis Anderson
President & Vice-Chancellor
Brandon University
270-18th Street
Brandon, Manitoba
Canada 87A 6A9 Fax: 204-729-9016 esident@brandonu ca

DEAN OF ARTS

Brandon University invites applications and nominations for the position of Deau of Arts. The appointment is effective August 1, 2000 or on the availability of the successful candidate. The initial term is normally five years and may be renewed upon review.

Brandort University serves 3,000 students through its undergraduate and graduate programs in Arts, Science, Education, Music and Health Studies. It celebrated its 100th anniversary in 1999.

The Faculty of Arts has a budget of \$3.4 million and consists of 44 faculty members and 5 support staff in 14 departments. Degrees offered include B.A. 4-year Specialist, 4-year General, and 3-year General, as well as a Bachelor of Business Administration (4-year).

The Dean is a key member of the senior administrative team of the University, reporting to the President through the Vice-President (Academic & Research). The Dean is responsible for the supervision and coordination of the academic programs, budgets and other activities of the Faculty and provides strong leadership and strategic direction. Candichaes should have proven administrative ability, well-developed leadership skills, and an ability to work effectively at local, national, and international levels. A P.D. and strong academic qual-ifications in a field of teaching and research are required.

Applications and nominations will be accepted in confidence by March 31, 2000, or until the position is filled.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian critizens and permanent residents. Both women and men are encouraged to apply.

HISPANIC STUDIES

HISPANIC STUDIES

YORK UNIVERSITY — The Oppartment of Hispanic Studies at Gindon College minets applications for a time event position and the assistance of the college of

HISTORY

HISTORY

QUEEN'S UNIVESTIY — The History Oppartment of Queen's University invitors spokeding for a term strate discussion processing in the receiver of the control of the term strate additional processing in the effective lay! (200, subject to budget approval. Applicans must have completed a PriD. and show promise of excillence in schoolsy research and teaching. Teaching represented and publication and highly deriable. The appointment with the control of the programme, teaching undergraduate courses a highly deriable. The appointment with exploration and curriculum vitae course salary will be commensuitate with the programme, teaching undergraduate courses salary will be commensuitate with the programme, teaching undergraduate with the programme, teaching undergraduate with the programment of History Cuertis University, Kingston, On XCI 386, Chanda. In accordance with Canadia in indige developments, this advertisement is directed to Canadian citizeness with Canadian indigented weekeness applications from all qualified veneral memorities, aboit glaid peoples, persons with disabilities, gay with the programment of the

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Faculty Positions

Okanagan University College is a comprehensive, multi-campus Institution delivering post-secondary education and training to the population in British Columbia's Southern Interior. With 7,000 full- and part-time students enrolled in vocational, developmental, applied and exademic programs, OUG is focused on developing new and more responsive answers to the learning needs of an evolving society and

OUC has several instructional positions currently open. Full details on these positions are available et our website: www.ouc.bc.ca/lobpostings

FACULTY (CONTINUING POSITIONS)

- Y (CONTINUING POSITIONS)

 Anthropology
 Business Administration (Accounting and Financial Planning)
 Business Administration (Marketing and Management)
 Business Administretion (Marketing and Management)
 Biology (Cell and Molecular Biology)
 Chemistry (Organic)
 Chemistry (Organic)
 Computer Science (Two positions)
 Fine Arts (3D, Sculpture, Installetion)
 Fine Arts (Media Work, e.g. Video, Film, Computer, etc.)
 Geography (Human Geography)
 History
 Mathematics (Applied Statistics)
 Mathematics (Applied Mathematics)
 Physics (Experimental Physics)
 Physics (Experimental Physics)

FACULTY (EXTENDED STUDY LEAVE REPLACEMENTS - NINE MONTHS)

- Anthropology
 Biology (Deli Physiology and Comparative Vertebrate Physiology)
 Biology (Deli Physiology and Comparative Vertebrate Physiology)
 Business Administration (Management, Marketing and Entrepreneurship)
 English

- History
 Nursing (Pediatrics)
 Nursing (Pediatrics)

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience.

Budget, financial and contractual factors may be responsible for delays, cancellation or alteration of posted positions.

Employee Relations Division, 1000 K.L.O. Roed, Kelowna, BC V1Y 4X8 For details on these end other employment opportunities, visit our website. www.ouc.bc.ca



The UNIVERSITY of WESTERN ONTARIO

Faculty of Information & Media Studies Assistant Professor

The Faculty of Information and Media Studies invites applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant Professor in media studies. Candidates must have a Ph.D. in media studies or related disciplina and show evidence of strong research potential and excellence in teaching The appointment will commence July 1, 2000.

The ideal candidate will have broad theoretical preparation in television studies' telecommunications with particular emphasis on broadcast news and documentary. Skill to bridge theory and the practice of television news is expected. The candidate like track record of research in an area such as: the political economy of media, impact of digitization of media on the content and structure of news, globalization of media industries, and international journalism.

Teaching duties will include television news courses in the Graduate Program in Journalism and as well as courses in the undergraduate degree program, Media, Information & Technoculture. More information on the Faculty can be found at www.

Interested candidates should send their curriculum vitae, names of three references and copies of their scholarly writing, and audio/video work to:

Dr. Manjunath Pendakur, Dean Faculty of Information and Media Studies The University of Western Ontario Middlesex College Building London, ON NSA 587 Canada Ph. 619-661-5642 Fax: 619-661-5508

Deadline: March 31, 2000

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aberiginal persons, and persons with disabilities.

Malaspina_

Chemistry Instructor Comp. 99-4059 closes 1pm April 14, 2000 Geography Instructor

Comp. 99-4057 closes 1pm April 14, 2000

University-College Located on scenic Vancouver Island-with a main

campus in Manaimo and three regional campuses— Makspina offers a comprehensive range of Academic, Applied, Career/Technology and Ungrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in ongoing scholarly activities in their field. We are now accepting amplications.

English Instructor Comp. 99-4060 closes 1pm Morch 17, 2000

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.bc.ca, or call our 24-hour Job Line: (250) 741-2562.

Nanaima Campus 900 Fifth Street Nonaimo, BC V9R 5S5

ASSISTANT/ASSOCIATE PROFESSOR **DEPARTMENT OF PHYSICS**

Applications are invited for a tenure teach position at the Assistant or

The physic department seeks candidates with skills in experimental physics, particularly Magnetic Resonance Imaging, Space Science and Fibre Optics. The successful candidate will have a PhD and several years post Doctoral experience with a proven publication record. An interest in establishing an engineering physics program and consessonding qualifications would be an asset. Salaries are commensures with qualifications who should direct Inquisies and application, includance according to the program of the progr

Or, J. Vanderlinde, Action Chair Oepartment of Physics University of New Brunswick P.O. Box 4400 Fredericton, M.B. E3B 5A3 E-mail: jvdl@unb.ca

Applications should be received by March 15, 2000.



In accordance with Canadian Immigration require-ments, this advertisement is primarily directed towards Canadian ditizens and permanent residents of Canada. The University of New Brunswick is com-mitted to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

Brock University, St. Catharines, Ontario LS 3.41: Fax (957) 883 7289. The closing date for applica-tion is March 12, 2000, Brock University of com-mitted to a hostine Action Fashy almost at read-ment of the Section Fashy almost a read-ment of the Section Fash of the Section Fash and men candidates are regally encough or apply. In Secondaries with Canadida immentation requirement, this advertisement is directed to Canadian officers and permanent residents. More information on the officers with Section Fash information on the officers with Section Fash Register of the Control on the University swebsite Register of the Control on the University swebsite

organization for on the University website registrate the Found on the University website registrate the Foundation of the University website FIE UNIVERSITY OF KING'S COLLEGE mixture appointment in Enter-track appointment in Early Modern Studies at the nank of Auditant Pro-cessor commencing July 1, 2000. The University of King's College is a small Bloral arts university on the campus of Dahmase threastsy with which is crestile condicate with have a Ph.D. for be near completion and attorn teaching and research in-terests in the Early Modern Period (by to the management of the College and College and Dahmase threates management of the College parameter of the College and Dahmase threates parameter of the College and Dahmase threates college and Dahmase threates my developed parameter of the College parameter of the College

NISTORY & PHILOSOPHY OF SCIENCE

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HORTICULTURE

HORTICULTURE

UNIVERSITY OF MANITOBA — The Oppartment of Plant Science, University of Manitoba, whire's apphication for an Austrator of Austratoba, whire's apphication for an Austrator of Austratoba, whire's apphication for an Austrator of Austratoba (Austratoba of Austratoba of Au

March 1, 2000. For information on the Depart-ment of Plant Science and the University of Man-itoba, visit our web site at www.umanitoba.ca facultire/afs/plant science.

HUMAN RIGHTS

HUMAN RIGHTS

THE UNIVERSITY OF OTTAWA invites applications and normalizons for the Gordon F Mender to the American American Committee of the Control of the

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Gordon F. Henderson des droits de la personne
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INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO —The Department of Management Sciences in the South of Engineering at the University of Waterloo invites applications from outstanding individuals for at least one, and likely two, tenure track appoint ments at the Asiantan of Associate Professor level in Information Systems, commencion hashesleast one, and likely two, feature that appoint members at the addition of valuacities forfoliscor learners at the addition of valuacities for foliascore in the control of the first and september 1, 2000, for the first at population of the control of the contro

AUV "UNIVERSITY "WINNIPEG

Information Literacy Coordinator

Build an Innovative New Library Program as a Senior Team Member of Western Canada's #1 Undergraduate University

The Library at The University of Winnipeg invites applications for a continuing appointment to fall the newly created position of Information Literacy Coordinator. The Library is entering a new era of change that offers many exciting opportunities for defining

Environment. The University of Winnipeg is one of Canada's Environment. The University of Winnipeg is one of Canada's leading liberal undergendante institutions. It is located in downtown Winnipeg and is a central educational, cultural and social institution in the city. The University has a diverse student population of 7,000 part time and full-time and oifers traditional programs as well as many unique areas of study. The Library is in the process of significant change and new program development, and provides a truly innovative and collaborative Library environment. Information Literacy is a new department tasked with the delivery of traditional library instruction as well as the development of new learning opportunities for the Library community.

opportunities for the Library community.

Position. As a member of the Library management team reporting to the University Librarian, the Information Literacy Coordinator will be responsible for building the new department and will play a leadership role in program planning, implementation and evaluation. A strong Information Literacy program is a foundation of the Library's long term strategic plan. Key to this will be the successful integration of the program across the curriculum will a combination of stand-alone and integrated credit and non-credit combination of stand-alone and integrated credit and non-credit a combination of standardone and integrated creun and instruction programming. This provides an exciting opportunity to work closely with other academic departments and faculty in creating a compelling and dynamic program that will be a leader in Canadem academic libraries. This position also participates in reference and collections development activities.

Requirements. The successful candidate will have a degree Requirements: The successful candidate will have a degree from an ALA-accredited institution or equivalent accreditation in library and information science with a minimum of 3-5 years experience in an academic setting, experience in the delivery of an information literacy program with a strong and dynamic teaching philosophy as well as a good knowledge of new and emerging rectinologies; demonstrated success as an instructor and a strong team approach to program development together with outstanding interpersonal communication and organizational skills.

Appointment. This is a continuing appointment with academic status. Librarians are appointed to one of 4 ranks depending on qualifications and experience. The appointment is effective

Applications will be accepted until March 17 and should include Applications will be accepted until March 17 and should include curriculum vince, pames of 3 or more referees and a covering letter providing an overview and discussion of qualifications and interests as they relate to this position, in accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity Applications should be e-mailed or mailed to: Bill Pond, Public Services Area Head University of Winnipeg (Dirary, 515 Portage Ane., Winnipeg, MB R3B 2E9 Canada; b.pond@uwinnipeg.cn; EAX 204-783-8910. qualified individuals, including women, membes of violed minorities, native peoples, and persons with disabilities. These appointment are subject to the availability of funds. Sallary will be com-mercivate with qualifications and expense. Please send a detailed curriculum water and harmed of three references to Professor J. David Fuller Ones, Obspartness of Minorities of Participal Fuller Ones, Obspartness of Minorities of June 1997 (1997), and professor of June 1997 (1997). The professor of data (3.6) (e-mit) distillation of data (3.6) (e-mit) distillation of 1997 (1997).

JOHRNALISM

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to three limited term appointments available, one each in the areas of Print Journals, Bloackast Journalism and Computer-Assisted Journalism. Please see our full-page display aid in this issue.

KINESIOLOGY

THE UNIVERSITY OF WINDSDR invites applica-tions for several positions in Kinesology Visit our web site for information -ewww.uvindsor.ca/lac-uthypositions or contact D1 Vieees, School of Human Kinetic, University of Windsor, Windsor, ON 1983 B47; 46: 1519-353-3009, Ext 2432; Fax 973-7056; Email: javeseffuvandsor.za.

KINESIOLOGY & PHYSICAL EDUCATION

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Kinesiology and Physical Education, Assistant Professor: Probabonary Benune-track) beginning 1 July 2000, subject to budgetary approval A Ph D. at or near completion or sequined in the Kumanities areas of Kinesion

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date for applications is Narch 31, 2000.



UNIVERSITY OF REGINA

NRCan Research Professorships in Petroleum Systems Engineering
The University of Regina is a comprehensive University, which emphasizes excellence in
teaching, research and public service. Experiential learning as well as cross disciplinary
teaching and research are strongly supported. It is situated in beautiful Wascana Park,
one of the largest urban parks in North America. The Faculty of Engineering presently
offers programs in electronics, environmental and industrial systems engineering that
are fully accredited by the Canadian Engineering Accreditation Board. It also offers
M.A.Sc. and Ph.D. programs and other interdisciplinary graduate programs. The faculty
offers unique Co-operative Education programs and has approximately 700 undergraduate students and 100 graduate students. The Faculty is currently expanding its program in the area of petroleum systems engineering with a strong emphasis on research
and technology development.

and technology development.

The faculty enjoys close collaborative relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. The establishment of a research and development park at the University of Regina campus has recently been announced. The University of Regina in partnership with industry and government has recently established the Petroleum Technology Research Centre (PTRC) to be located at the Research Park. An endowed research chair has been established with support from CanOsy and Wascana Energy. The tesearch and development activities of the petroleum systems engineering program will form an integral part of the proposed Petroleum technology Research Centre. In collaboration with natural Resources Canada, the faculty has established a number of NRCan Research Professor positions. Faculty members appointed as NRCan Research Professors would conduct research and development work as members of the PTRC. More information on the faculty can be found from our website at www.uregina.ca/engg/.

Applications are invited for two tenure track, open rank positions (at Assistant, Associate or Full Professor levels). The preferred candidates should have the ability and enthusiasm to teach graduate and undergraduate courses in Petroleum Systems Engiueering and conduct research in one or more of the following areas:

Enhanced oil recovery, reservoir characterization, energy efficient recovery processes, horizontal wells, optimization of petroleum production systems, applications of intelli-gent engineering to petroleum production systems, petroleum waste management, green house gas separation and sequestration.

Applicants should have an earned Ph.D. degree in Petroleum/Chemical/Mechanical Engineering or other related disciplines. A strong commitment to teaching and research is required for all the positions. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin on March 15, 2000 and continue until the positions are filled. Send application with curriculum vitae, a statement of teaching and research interests including the names of three references to: Dr. Pairoton (P.T.) Tontiwachwuthikul, P.Eng., Acting Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan S45 OA2, Canada. E-mail: pairoon@uregina.ca.

The University of Regina is committed to employment equity.

Dalbousie University Division of General Internal Medicine Academic General Internist: NS



The Division of General Internal Medicine at Dalhouse University seeks either one full-time general Internst or two part-time community based academic internsts at the QEI Health Sciences Centre. The stucessful applicant will participate in the provision of patient care in the setting of clinical teaching units and ambititatory circ with undergraduate and graduate surdents in internal medicine. Full-time members are expected to develop and participate in clinical or editectional research. Extra training in Clinical Immunology, Ethes, Medical Educution, or Epidemiology would be an asset. Requirements include a Crinadian fellowship in Internal Medicine or equivalent and eligibility for licence in Nova Scotia. In accordance with Cinadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhouse Churvestiy is an Employment Equity-Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with disabilities, manthy visible persons and women. Send curriculum vitre and the names of three referees to. of three referees to.

Dr. Elizabeth Mann, Head Division of General Internal Medicine Dalhousle University Rm. 405 Bethune Bldg., VG Site-QEII HSC Halifax, NS, Canada, B3H 2Y9 Tel: (902) 473-2156 Fax: (902) 473-8430

Applications close March 15, 2000

LIBERAL ARTS

CONCORDIA UNIVERSITY — Faculty of A and Science, has up to two limited-term pointments available in the area of Western C lization and Culture Please see our full-page play ad in this issue.

LIBERAL STUDIES

LIBERAL STUDIES

BROCK WINTERSITY METROP opertment and Grata Books/Libertal Studies Frogram invite applications for a probationary (tenui-telació) cros-appointment. The positions nu suget to final books of the consumption of the consumption of the major of the consumption of the major on a limited term bans. The successful candidate is expected to combine an active research program in early modern European history with participation and interface program that the consumption of the c

LIBRARY

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UNIVERSITY OF REGINA Faculty of Education The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and practice; cross-cultural knowledge and experience; use of instructional technolary and cross-content and cross nologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development.

Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision; field experience supervision and general Faculty committee work. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects. Preference will be given to applicants with: teaching experience and a current teaching certificate (Voc-Tech: equivalent experience/qualifications as applicable); a completed, or nearly completed Ph.D.

For further information and details with respect to each of the positions, contact Edie Hilts at (306) 585-4500 or fax: 585-5330. Salary at the Assistant Professor range is \$44,419 - \$61,951 per annum. Appointments will be made subject to budgetary clearance. Applicants should send a current curriculum vitae, copies of transcripts, and arrange to have three letters of reference sent by March 3rd, 2000 to: Dean Michael Tymchak, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2.

In accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

Applications are invited for the following tenure track positions: Special Education
 Voc-Tech/Human Resource Development

Music Education (Secondary)
 Arts Education (Drama Education)
 Language Arts (Elementary)

Applications are invited for the following term position: Educational Foundations (2 year term)

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Library Acadia University invites applications for
Academic Librarians to fill three full-time continuning positions. Acadia is a primanily undergraduate university thet aums to integrate information

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LINCHISTICS

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MANAGEMENT INFORMATION SYSTEMS

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MATHEMATICS

CONCORDIA UNIVERSITY — Faculty of Arts end Science, has up to four limited-term appointments available. Two in the area of Applied Mathematics, one in Pobability and Statistics and one in Pute Mathematics Please see our full-page

Mathematics, one in Probability and Statistics and one in Pius Mathematic Please see out full page display at in the issue.

UNIVERSITY CABLERTA — La Faculté Saint-Jean de la University of Alberta solicité dat cambination and la University of Alberta de La Univer

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Memorial University of Newfoundland is seeking applicants for a two-year contractual appointment in the University Library System.

PUBLIC SERVICES LIBRARIAN Health Services Library

Description
This position reports to the Head of Public Services in the Health
Sciences Library. The major responsibilities are to perform reference, computer database searching and bibliographic instruction
duties. As a member of the Library's professional staff, the successful applicant will assist in the provision of services to the
Library's clientele and will participate in the Library's collection
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aevelopment program.

The Health Sciences Library currently uses an integrated online library system (SIRSI Unicorn) for support of library operations. A local area network is used for library administrative applications, public electronic database access and access to university data networks and the Internet. Access to databases such a MEDLINE. CINAIL and HealthSTAR is provided through a local Silver-Platter ERL server. The library is dedicated to using computer technology to improve information access for patrons. This role includes a commitment by the Health Sciences Library to support education, clinical practice and research in health care through the teaching of information skills.

The Health Sciences Library serves the faculty, staff and students of Memorial University's Faculty of Medicine, and School of Nursing and Pharmacy, and the staff and students of the Health Sciences Centre site of the Health Care Corporation of St. John's. The Library also supports the information needs of health care professionals throughout the province of Newfoundland and Labrador.

Dualifications
The Health Sciences Library is seeking a service-oriented individual with an interest in health sciences librarianchip. An MLS from an accredited programme is required. Experience in provision of reference services and bibliographic instruction within an academic or health sciences environment is essential. Strong interpersonal and communication skills are mendatory. Farmiliarity with the use of electronic databases, internet and Merolf Wide Web applications, remote database searching and microcomputer applications are highly desirable. are highly desirable.

Université

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Dencins
It is anticipated that this position will be filled at the Librarian I level. The salary range for a Librarian I position is \$27,560 - \$39,008 (currently under negotiation).

Procedure
Deadline for applications is February 29, 2000. Interested persons should forward their resume and the names of three references to:

Mr. George Beckett Associate University Librarian (Health Sciences) Health Sciences Library Memorial University of Newfoundland St. John's, NF A1B 3V6

Telephone: (709) 737-6670 Fax: (709) 737-6866 E-mail: georger@morgan.ucs.mun.ca

Memorisl University of Newfoundland is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada.

University of Ottawa

Professor in Violin

Faculty of Arts, Department of Music

Applications are invited for a half-time tenure-track position in violin, which will be available July 1, 2000, at the assistant

Candidates must have a doctorate or performance equivalent and be fluently bilingual, able to give instruction in both French and English.

The Department offers three undergraduate degrees (B. Mus.; B.A.Concentration; B.A. Honours) and a Master's degree (M.Mus.) in musicology, theory, or performance (chamber music).

Although initial responsibilities will involve teaching largely at the undergraduate level, the candidate will be expected to qualify for teaching students in the masters degree program. Salary is commensurate with qualifications and experience and consistent with the Collective

accordance with Canadian immigration requirements, this advertisement is directed to anadian citizens and permanent residents of Canada. Employment equity is University policy and strongly encourages applications from women.

Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by March 15, 2000. to:

Cynthia Floyd, Interim Chair Department of Music, University of Ottawa 50 University, Ottawa ON KIN 6N5

les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones

MATHEMATICS & COMPUTER SCIENCE

MATHEMATICS & COMPUTER SCIENCE

UNIVERSITY OF WATERLOO — Applications are been accepted for one or two positions at the been accepted for one or two positions at the second of the seco

qualifies individuals including women, members of visible monotices, native people, and persons with disabilities.

SAINT MARY'S UNIVERSITY — Mathematics and Computing Science Despartment field. The crucial field, Asia Science Despartment field The crucial field, Asia Science Despartment field The crucial field. Asia Science Science of the Computing Science of Saint Mary's University invites applications for attenue track position in Computing Science. As the tank of Assistant Professor, entry level, 10 begin Sprincebel 1, 1000, publice to final budgetary approval. The successful candidate with have a Ph. D. in Computing Science, and will be expected to tesch a variety of Computing Science, and will be expected to tesch a variety of Computing Science, and will be expected to tesch as variety of Computing Science Science, and will be expected to tesch as a science of the science

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ABC CANADA THE FOUNDATION TO PROMO LITERACY IN CANADA

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MATHEMATICS & STATISTICS

MCGILL UNIVERSITY — The Department of Mathematics and Statistics of McGill University innets applications for the following terms that the positions, at the assistant professor level: A position in stochastic differential equations and mathematical finance, 2. A position in statistics. one portuguing at the attoritor policies (level.)
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THE LIMINEST PO EXPRENDISC — Faculty of Fine Aris, Division of Music is setting a qualified situation of voice for a position beginning September 1, 2000. The powden via Bloom beginning September 1, 2000. The powden via Bloom September 1, 2000. The powden via Bloom September 1, 2000. The powden via Master of the minimum qualification is a Master of the Fineston university feathing region eric is equied. The pirelevied vocal range is opnanounce, on contrastry feathing region eric in the individual who have a demonstrated potential ship and have potential for participate actively in the development and operation of the Division of William and the Shool of Fine Art. The successful candidate will be expected to texts all level of deems for inclusion Little and potential for participate in the development and operation of the Division of deems the seconds of Fine Art. The successful candidate will be expected to texts all level of deems for inclusion Little and the second of the Art. The successful candidate will be expected to texts all level of deems for inclusion Little and deems for inclusion Little and the successful candidate will be expected to texts. All level of deems for inclusion Little and deems for inclusion Little and the successful candidate will be expected to texts.

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Professeur(e) pour l'enseignement du violon

Faculté des arts, Département de musique

Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à demi-temps menant à la permanence pour l'enseignement du violon. Date d'entrée en fonction : le 1er juillet 2000.

La personne choisie aura terminé son doctorat ou l'équivalent. Elle sera bilingue (anglais et français), et devra enseigner dans les deux langues officielles.

Le Département offre trois programmes au premier cycle (B.A. concentration ; B.A. spécialisation; B.Mus.) et une maîtrise (M.Mus.) en musicologie, théorie, ou en interprétation (musique de chambre).

La charge professorale comprendra principalement l'enseignement des cours instrumentales pour violon ; cependant, on s'attend à ce que la personne choisie puisse s'intégrer à un programme de maitrise. Le salaire sera déterminé en conformité avec la convention collective.

Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Universite a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant le **15 mars 2000** au :

Cynthia Floyd, Directrice intérimaire Département de musique, Université d'Ottawa 50 Université, Ottawa ON KIN 6N5



UNIVERSITY OF REGINA

Faculty Position in Environmental Systems Engineering
The University of Regina is a comprehensive university, which emphasizes excellence in
teaching, research and public service. It is situated in beautiful Wascana Park, one of the
largest urban parks in North America. The Faculty of Engineering presently offers programs in electronics, environmental and industrial systems engineering that are fully
accredited by the Canadian Engineering Accreditation Board, and is developing a program in petroleum systems engineering. It also offers M.A.S.c. and Ph.D. programs and
other interdisciplinary graduate programs. The Faculty offers Co-operative Education
programs and has approximately 700 undergraduate students and 100 graduate students. The faculty has a strong commitment to developing research excellence in select
areas.

Faculty members are encouraged and have the opportunity to collaborate with colleagues in other disciplines within and outside of the faculty. The faculty enjoys close collaborative relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. A research and development park at the University of Regina Campus is being established. The University of Regina in partnership with industry and government has recently established the Petroleum Technology Research Centre (PTRC) to be located at the research park. A national research program on greenlouse gas emissions is also being developed. More information on the Faculty can be found from our website at: www.urcgina.ca/engg/

Applications are invited for a tenure track position at the rank of Assistant or Associate Professor. The preferred candidate should be able to teach graduate and undergraduate courses in Environmental Systems Engineering and conduct research in one or more the following areas: Water and wastewater treatment, solid waste management and hazardous waste management.

artious waste management.

Applicants should have an earned Ph.D. degree in Environmental Engineering or other related engineering disciplines. A strong commitment to teaching and research is required. Engineering experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin on March 15, 2000 and continue until the position is filled. Send application with curricultum viae, a statement of teaching and research interests including the names of three references to: Dr. Patioon (Pt.T) Tontwachwuthikul, Pt.Eng., Acting Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2, Canada. E-mail: paitoon@uregina.ca.

The University of Regina is committed to employment equity.

Concordia University

Community Economic Development

Concordia University's School of Community and Public Affairs invites applications for a tenure-track appointment in the field of Community Economic appointment in the field of Community Economic Development (CED). The successful candidate will direct the start-up of our new Graduate Diploma program in the emerging field of CED and will be required to teach in both English and French. An appointment at the Assistant Professor or Associate Professor level is anticipated, depending on the qualifications of the successful candidate. The successful candidate must hold a PhD in a relevant discipline, a proven record of research and scholarly publications in CED, extensive practical experience in CED and knowledge of CED organizations and networks. An excellent background of teaching which relates theory and practice in this field is required. The successful candidate will also be committed to curriculum development reflecting the ned is required. The successful candidate will also be committed to curriculum development reflecting the program's unique philosophy and to a participatory pedagogical approach, and must be willing and able to develop expertise in First Nations and Aboriginal CED. This innovative three-semester program will be pri-marily addressed to experienced community-based marily addressed to experienced community-based practitioners, courses will be held over one extended weekend per month. The program will alternate annu-ally between English and French. Deadline for applica-tions is March 15, 2000. Applications should consist of a letter of intent, a curriculum vitae, a list of publica-tions, a statement of teaching and research interests and three letters of reference. Please direct all applica-tions to: tions to:

Dr. Daniel Salée, Principal, School of Community and Public Affairs, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G IM8

Telephone: (514) 848-3965, Fax: (514) 848-2577.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canad. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. abled persons





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UNIVERSITY OF MANITOBA — Faculty of
Nursing. Qualified applicants are being sought
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PHYSICAL EDUCATION

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Director of The School of Architecture Dalhousie University Faculty of Architecture

The School of Architecture at Dalhousie University, Halifax, Nova Scotia, invites nominations and applications for the position of Director of the School of Architecture.

We, the students and faculty, are actively seeking a colleague who by virtue of his/her ideas, record of design excellence, and intellectual authority, can sustain our record of accomplishment and contribute to our efforts to break new ground in research and teaching. We see this position as offering a significant opportunity to a person ambitious to take an active part in the process of redirecting and refining what we do.

Candidates must have a professional degree in architecture, a distinguished record in teaching and practice and demonstrated promise as an academic leader.

The appointment is for a three (3) year renewable term at the rank of Associate or Full Professor, with Tenure. The salary and conditions will be competitive, commensurate with qualifications and experience. Appointment is anticipated on or before July 1, 2000 for September 1, 2000 occupancy.

Detailed submissions of application and letters of nomination are due March 15, 2000. At that time, the names and qualifications of all candidates will be disclosed. Following an initial review, a short-list will be compiled and made public. Short-listed candidates will be invited to present themselves for an interview and given the opportunity of a public lecture.

Interested individuals are invited to submit detailed applications or letters of nomination. Nominations and applications must include a resume, and the names, addresses and telephone numbers of three references. Correspondence should be addressed to:

Professor Brian MacKay-Lyons, Chair, School of Architecture Director Search Committee Faculty of Architecture, Dalhousie University, Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4

The School of Architecture along with the Department of Urban and Rural Planning make up the Faculty of Architecture at DalTech (formerly the Technical University of Nova Scotia), Dalhousie University. The Director is responsible to the School and the Dean of the Faculty. The School offers a professional degree in Architecture (M. Arch. I) as well as a graduate degree in environment design studies (M.E.D.S.) and a post professional degree in architecture (M. Arch. II). The professional degree programme is comprised of the two-year Bachelor of Environmental Design Studies degree (following at least two years in a degree programme at another university) and the two-year Master of Architecture (M. Arch. I) degree, both of which include a co-op work term. The School's student body numbers 180+ full-time, undergraduate and graduate students. At present, the teaching faculty includes 16 tenured/tenuretrack full-time members and several part-time and adjunct members. The School will make two new full time faculty appointments in the next two years, beyond the appointment of a Director.



In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dailhousie is an Affirmative Action / Employment Equity Employer. We encourage applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

PHYSICS & ASTRONOMY

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POLITICAL ECONOMY

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POLITICAL SCIENCE

POLITICAL SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to five limited-term appoint-ments available in the areas of Political Theory and Canadian Government and Politics. Please see our full-page display ad in this issue.

PSYCNOLOGY

BROCK UNIVERSITY — The 0-partment of Psychology at Brock University in-Miss applications for a probationary (trunze-tract) appoinment at the rank of Asistant Professor, effective July 1, 2000 and subject to Irinal budgetary approval. A recently completed Pro. In the area of the provided Acceptation of the Province of Ordaria. The succeptation of the Province of Ordaria and Standaria and Community specification of Ordaria. The succeptation of the Ordaria of Control of Ordaria. The succeptation of the Ordaria Applicants Standaria submit by Control ordaria. The Standaria of Control ordaria of Ordaria. The Standaria of Ordaria of Ordaria of Ordaria. The Standaria of Ordaria of Ordaria of Ordaria. The Ordaria of Ordaria of Ordaria of Ordaria. The Ordaria of Ordaria of Ordaria. Ordaria of Ordaria of Ordaria. O

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CHEN'S UNIVERSITY — Department of Bry.

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PUBLIC RELATIONS

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CDNCDRDIA UNIVERSITY — Faculty of Arts and Science, has up to two limited-term appointments available. One in the area of Judaic Studies, the other in Hindu Studies. Please see our full-page display ad in this issue.

RELIGIOUS STUDIES

MCGILL UNIVERSITY'S Faculty of Refligious Studies seeks an Austrant Professor of Church History for Spetember 2000 to teach undergradue and any and the seek and gradual course. Precise persolitation is open, but it must complement the Foculty's other seek and parabute course. Precise persolitation is open, but it must complement the Foculty's other direct graduals retearch on church history from the Reformation to the present. Deadline for recipit of applications is February 18th, 2000. Send CV, publications, evidence of quality teaching, three effects cell tests, and other documents to Dean Earry Levy, Faculty of Religious Studies, McGill University, \$320 University, \$320 University, \$320 University, \$320 University, \$40 Aut Tel., \$141 Systems, \$40 Aut Tel., \$4

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EXECUTIVE DIRECTOR

Centre for Constitutional Studies Faculty of Law University of Alberta



The Centre for Constitutional Studies, at the Faculty of Law, University of Alberta invites applications for the position of Executive Director. This position will be available July 1, 2000.

The Executive Director oversees the operations of the Centre, and its education, publication and research activities. The Director edits the Centre's periodicals and its occasional paper series, as well as many of the books published through commercial and university presses.

The Executive Director initiates and supervises Centre research projects and develops public legal education programs on constitutional issues. The Director prepares funding proposals and coordinates the visits of constitutional scholars.

The Executive Director is responsible for public relations for the Centre and provides background material and interviews for various media outlets throughout Canada.

QUALIFICATIONS:

Applicants for this position should have an LL.B. or graduate training in the social sciences or humanities and must have a strong grasp of constitutional issues. The Executive Director must have strong organizations and interpersonal skills. Fluency in both official languages is an asset.

SALARY RANGE:

Commensurate with experience

DEADLINE FOR APPLICATIONS:

Applications must be received by March 15, 2000

APPLY TO:

Bruce P. Elman, Chair

Centre for Constitutional Studies

456 Law Centre

University of Alberta

Edmonton, Alberta

T6G 2H5

Telephone: (780) 492-5681; Fax: (780) 492-9959

The University of Alberto is committed to the principle of equity in employment. The University encourages applications from oboriginal persons, disabled persons, members of visible minorities ond women.

Tenure Stream Position in Child Study and Education

Applications are invited for a tenure-stream position in Child Study and Education in OISE/UT's Department of Human Development and Applied Psychology.

Preferred candidates will possess a doctoral degree, have a promising record of scholarly publication, show evidence of a sustainable research program, hold a teaching certificate, and have several years of elementary teaching experience. The successful candidate will have an active research program on some aspect of children's learning or development and will be expected to make a major contribution to the Department's new M.A. program in Child Study and Education, which is a research-based teacher education program located at the Institute of Child Study. Candidates with backgrounds in mathematics, science or technology, and an interest in improving elementary education in one of these areas, are particularly encouraged to apply.

Responsibilities of the position include: research, teaching, and supervision of student research. Rank and selary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2000.

Applications, which must include full curriculum vitae, should be submitted by March 31, 2000 to:

Professor Carl Corter, Acting Dean OISE/UT 252 Bloor Street West Toronto, Ontario, M5S 1V6

Three confidential letters of reference should be sent directly to Professor Corter by the same date. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

about OISE/UT and this position, lease visit our wab site at http://www oise.utoronto.ca

effectivenes in Baching, social work practice or social policy appropriate to their experience. Secure of the diversity of our student population and constituencies in the Martines (e.g., p. 1866). The School is making special efforts to licitize the Habitane serving of at study) the Selection Committee will exercise the serving of a study life. Selection Committee violates of the serving of the study of the selection of a document of the selection of the selec

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and attence, has up to four limited-term ap-pointments available for candidates speculizing in one or more of the following areas, contem-porary theory; social indusion/exclusion; subjec-tivity and socialization; culture and representa-tion; and social movements. Please see our full-page display ad in this issue.

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June	May 5/00	May 12/00		
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Soptembre	5 July 1999	. août 1999		
Octobre	1 reprembre 1999	14 septembre 1999		
Novembre	8 ortobre 1999	15 octobre 1999		
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Avril	6 mars 2000	13 mars 2000		
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Juin	5 mai 2000	12 mai 2000		

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THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to two limited-term appointments available. One to direct our Certificate program in Pastoral Caregiving, the other to teach in the area of Ethics. Please see our full-page display ad in this issue.

VISUAL ARTS

WINIERSITY OF OTTAWA — The Oppartment of Visual Arts of the University of Ottawa innites are the University of Ottawa innites into fine one year at the sank of Assistant Positions for one year at the sank of Assistant Positions. The Successful applicants will teach in the Bahallo of Fine Arts Registers of the two following states: Photography and Theory and Oriticum, History of Art. Reculies equivalent, Technique and exhibition experience, Established (equitation in photography and contemporary art. The successful candidate will teach in English and in French Salay experience; Publicalmon, Theorems and contemporary art. Teaching and research experience; Publicalmon, Theorems and contemporary art. Teaching and research will be determined according to the University will be determined according to the University of Information (1997). The Contemporary of the Contemporary of the Contemporary of the Contemporary of the Contemporary and the Salay of the Salay of

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UNIVERSITY OF REGINA

Faculty Position in GHG Control Technology

The University of Regina is a comprehensive University, which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Engineering presently offers programs in electronics, environmental and industrial systems engineering that offers programs in electronics, environmental and industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. It also offers M.A.Sc. and Ph.D. programs and other interdisciplinary graduate programs. The faculty offers unique Co-operative Education programs and has approximately 700 undergraduate students and 100 graduate students. The Faculty has a strong commitment to developing research excellence in select areas. The Faculty is currently expanding its program in the general areas of energy and the environment with a strong emphasis on research and technology development in Greenhouse Gas Mitigation and Control Technologies.

The faculty enjoys a close collaborative relationship with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. The establishment of a research and development park at the University of Regina campus has recently been announced. The University of Regina in partnership with industry and government has recently established the Petroleum Technology Research Centre (PTRC) to be located at the Research Park. The faculty places considerable emphasis on multi-disciplinary research. Faculty members are encouraged and have the opportunity to collaborate with colleagues in other disciplines within and outside of the faculty. More information on the faculty can be found from our website at: www.uregina.ca/engg/.

Applications are invited for an open rank tenure track position (at Assistant, Associate of Full Professor level). The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Industrial, Petroleum or Environmental Systems Engineering and conduct research in one or more of the following areas: GHC emission minimization & mitigation, CO₂ Capture & Separation, Energy systems modeling, GHG separation and sequestration, high efficiency combustion processes, and other research areas related to GHG control technologies.

Applicants should have an earned Ph.D. degree in Chemical/Civil/Environmental/
Mechanical Engineering or other related engineering disciplines. A strong commitment
to teaching and research is required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers.
Review of applications will begin on March 15, 2000 and continue until the position is
filled. Send application with curriculum vitae, a statement of teaching and research
interests including the names of three references to Dr. Pairon (PT.) Tomivachwuthikul, P.Eng., Acting Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2, Canada. E-mail: paitoon@uregina.ca.

The University of Regina is committed to employment equity.

ACCOMMODATIONS

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University of Alberta Edmonton

Chair, Department of Art and Design

Applications and nominations are invited for the position of Chair of the Department of Art and Design. This tenured position will be mad rank of senior Associate, or full Professor, effective July 1, 2000. The floor of the salary scale for the rank of Professor for the 1999/2000 academic year is \$65,044 (CDN). Candidates should have a distinguished record of scholarship and professional achievement in any field of the discipline, as well as demonstrated administrative ability and experience.

The Department of Art and Design is one of 16 departments in the Faculty of Arts. The Department has 21 academic staff, 28 sessional instructors, 14 technicians, and extensive facilities and equipment. Within the Canadian University system, it is one of the largest departments devoted to the study of both the practice and the history and theory of the visual arts and design. The new Chair of the Department will be responsible for exploring and facilitating the development of an integrated approach to the study of the practice, history, and theory of art and design. Today it is the only university design: Today it is the only university department in Canada that provides both Bachelor of Design and Master of Design degrees in the design disciplines of Visual Communication Design and Industrial Design, and Bachelor of Fine Arts and Master of Fine Arts degrees in the Fine Arts disciplines of Painting, Printmaking, Drawing and Sculpture, as

well as BA Honors and Masters degrees in the History of Art and Design.

The Department of Art and Design is continuing with the extensive development and expansion of its undergraduate and graduate programs in both its academic and studio areas. The aim is to develop a collaborative environment of rigorous research, innovative theory, and creative practice in all aspects of the Department's work. The Chair of Art and Design will play a leading role in the renewal process in the Department.

Please send nominations or applications (including CVs and the names of three referees) by March 15, 2000 to:

Kenneth Norrie Dean of Arts University of Alberta Edmonton, Alberta Canada T6G 2E5

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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FINAL CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees: Academic Freedom and Tenure — Person Chairing, three vacancies; Collective Bargaining and Economic Benefits — Person Chairing, three vacancies; Librarians — Person Chairing, two vacancies; Status of Women — two vacancies;

Individual affiliated members and associate members of CAUT are entitled to make nominations,

in order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2000.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of documents, and other valsted duties.

Collective Bargaining and Economic Benefits Committee: Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarlans' Committee: Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the Bulletin, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee: Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the

status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year), including the biennial conference, annual Bulletin insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office of the Persons Chairing the Librarians' Committee and the Collective Bargaining and Economic Benefits Committee is two years. The term of office for the Person Chairing the Academic Freedom and Tenure Committee is three years. (Nominees for the Person Chairing normally must have served at least one year on the Committee, it he term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton Person Chairing, Elections and Resolutions Committee CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2 Fax: (6i3) 820-7211.

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4-7,

NOMINATION DEADLINES

- # Academic Freedom and Tenure Committee; March 1, 2000
- # Collective Bargaining and Economic Benefits Committee: March 1, 2000
- Librarians' Committee: March 1, 2000
- Status of Women Committee: March 1, 2000
- All other nominations: March 31, 2000 if possible



DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit : la présidence, la vice-présidence, la trèsorcie et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: trois postes au Comité de la liberté universitaire et de la permanence de l'emploi dont celui de la présidence; trois postes au Comité de la présidence; trois postes au Comité de solliciture et des avantages économiques dont celui de la présidence; deux postes au Comité des bibliothécaires dont celui de la présidence; et deux postes au Comité du stutit de la femma de la présidence; et deux postes au Comité du stutit de la femma de la présidence; et deux postes au Comité du stutit de la femma de la présidence; et deux postes au Comité du stutit de la femma de la présidence; et deux postes au Comité du stutit de la femma de la présidence; et deux postes au Comité du stutit de la femma de la présidence par la comité de la présidence d

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2000.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des afaires de l'ascolation entre les assemblées du Conseil et s'assure que les d'irectives approuvées par le Conseil sont misse en œuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association,

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi :

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient ègalement connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches conneves

Le Comité de la négociation collective

et des avantages économiques :

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires :

Les candidats et candidates à des postes du Comité des bibliothécaires devralent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes, Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université, ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du Bulletin, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme :

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal, au supplément annuel du *Builetin*, à la rédaction de documents et à d'autres le câches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité des bilbiothécaires, du Comité de la négociation collective et des avantages économiques est de deux ans. Le mandat de la présidence du Comité de la liberté universitaire et de la permanence de l'emploi est de trois ans. (Les candidates à la présidence de l'emploi est de trois ans. (Les candidates à la présidence doivent normalement avoir siègé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton

Président, Comité des élections et résolutions

ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B BK2 Télécopieur (613) B20-7244

Les pièces suivantes doivent accompagner les mises en candidature : () une lettre de mise en candidature; (2) une bréve detaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACP-PU, disponible auprès des associations de professeurs ou de l'ACP-PU, et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note: Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4 - 7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi : le l^{er} mars 2000
- Le Comité de la négociation collective et des avantages économiques ;
 le le le mars 2000
- Le Comíté des bibliothécaires : le 1er mars 2000
- Le Comité du statut de la femme : le 1^{er} mars 2000
- Toutes les autres mises en candidature : le 31 mars 2000 si possible